



FH Salzburg

Course Syllabus

Study programme	Business Management
Course code	BWIB4SIHIL
Course title	Strategic & International Human Resource Management
Term / year of study when the course is delivered	Spring/Summer Term
Cycle	1st cycle
ECTS credits / contact hours	2.5 / 28
Teaching units (hours/week - SWS)	2
Course type	ILV (Interactive lecture)
Prerequisites	B2 level in English
Language of instruction	English
Course content	<p>This course is designed to introduce students to the world of International and Strategic Human Resource Management from the perspective of theory and practice. We will explore the field of ISHRM in terms of a multi-faceted and process-oriented view considering diverse approaches, goals and instruments by discussing and digesting knowledge.</p> <p>Special emphasize will be given to SHRM in the context of HR structure, the relationship between business strategy and HR strategy, and strategic approaches to HR.</p>
Learning outcomes	In this course, students learn to

Technology
Health
Media

	<ul style="list-style-type: none"> • Evaluate theories about international and strategic human resource management • Understand, adopt and effectively apply approaches in international and strategic human resource management • Develop critical thinking as well as analytical skills 															
Learning methods	This course is based on the idea of involved, supportive learning in an open class environment where every student should become an active participant. It consists of a mixture of theoretical input, discussions, presentations, debates, group works, and finally a written exam.															
Assessment methods & criteria	<ul style="list-style-type: none"> • In-class participation • Group Works/ Presentations • Written Exam 															
Grading Scale	<table> <tr> <td>1</td> <td>Excellent</td> <td>100 - 93%</td> </tr> <tr> <td>2</td> <td>Good</td> <td>83 - 92%</td> </tr> <tr> <td>3</td> <td>Good average</td> <td>70 - 82%</td> </tr> <tr> <td>4</td> <td>Below average</td> <td>50 - 69%</td> </tr> <tr> <td>5</td> <td>Insufficient</td> <td>< 50%</td> </tr> </table>	1	Excellent	100 - 93%	2	Good	83 - 92%	3	Good average	70 - 82%	4	Below average	50 - 69%	5	Insufficient	< 50%
1	Excellent	100 - 93%														
2	Good	83 - 92%														
3	Good average	70 - 82%														
4	Below average	50 - 69%														
5	Insufficient	< 50%														
Recommended resources	<ul style="list-style-type: none"> • Armstrong M. (2017): Armstrong's Handbook of Human Resource Management Practice. London, Philadelphia, Daryaganj: Kogan Page Ltd. • Boxall, P., Purcell (2011): Strategy and Human Resource Management. 3rd edition. London: Palgrave Macmillan • Torrington, D., Hall, L., Taylor, S., Atkinson, C. (2017): Human Resource Management. 10th edition. Harlow: Pearson. • Truss, C., Mankin, D., Kelliher, C. (2012): Strategic Human Resource Management. Oxford: University Press 															
Attendance	75%															



Version: 22 November 2021



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