



COURSE DATA

DATA SUBJECT

Code: 35903
Name: International management of human resources
Cycle: Undergraduate Studies
ECTS Credits: 6
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
1314 - Degree in International Business	Facultat d'Economia	4	Second quarter
1314 - Degree in International Business	Facultat d'Economia	3	Second quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1314 - Degree in International Business	Human resources	ELECTIVES
1314 - Degree in International Business	Human resources	ELECTIVES

COORDINATION

PARDO DEL VAL MANUELA

SUMMARY

The subject International Human Resource Management aims to analyse the impact of internationalization on the human resources function. Therefore, the institutional and cultural differences that occur in organisations at an international level are particularly relevant. Knowledge and understanding of human resources functions are thus essential. Therefore, HR core functions are first explained in order to understand HR strategies and areas of intervention, and then the differences in their international application are analysed.

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

There are no specified enrollment restrictions with other subjects of the curriculum.

OTHER REQUIREMENTS

No requisites required.

COMPETENCES / LEARNING OUTCOMES



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Aprender a detectar las desigualdades entre personas para diseñar, implementar y evaluar las políticas pertinentes que faciliten la eliminación de dicha discriminación en empresas e instituciones.

Be able to work in multidisciplinary and intercultural teams.

Capacidad para desarrollar sistemas de remuneración del personal con asignaciones internacionales.

Capacidad para diseñar procesos de reclutamiento, selección y formación de directivos para asignaciones internacionales.

Capacidad para diseñar y negociar los procesos de expatriación y repatriación de directivos.

Conocer las diferencias entre la gestión de recursos humanos en el contexto doméstico e internacional.

Conocer las funciones de los expatriados y de los directivos locales en la empresa multinacional.

Conocer las políticas de desarrollo de los recursos humanos en distintos contextos.

Desarrollar la capacidad para motivar a los recursos humanos de las empresas internacionales.

Develop an ethical attitude in business, respecting human rights and the environment both in the country of origin of the company and in the different markets in which it operates.

Develop intercultural sensitivity and the ability to adapt to other geopolitical contexts.

Develop the capacity to evaluate and critically analyse international economic phenomena and agents.

Understand the structure and functioning of companies and organisations operating in an international context.

DESCRIPTION OF CONTENTS

1. Strategic management of human resources in international companies

- 1.1. Strategic human resource management
- 1.2. International human resource management
- 1.3. Culture in strategic human resource management



2. Planning and staffing in international companies

- 2.1. HR planning
- 2.2. Recruitment
- 2.3. Selection
- 2.4. Orientation and socialization

3. Training and development in international firms

- 3.1. Training
- 3.2. Development of professional careers

4. Performance assessment

- 4.1. Criteria for assessing performance in international contexts
- 4.2. Performance assessment systems
- 4.3. Performance assessment feedback

5. Remuneration

- 5.1. Key concepts
- 5.2. International differences in remuneration systems

6. Expatriation and repatriation

- 6.1. International assignments
- 6.2. Expatriation
- 6.3. Repatriation

7.



7. New trends in IHRM

- 7.1. Diversity and inclusion
- 7.2. Leadership and virtual teams
- 7.3. Ethics and social responsibility

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theory	30,00
Classroom practices	30,00
Total hours	60,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	5,00
Individual or group project	30,00
Independent study and work	15,00
Preparation of lessons	20,00
Preparation for assessment activities	10,00
Resolution of case studies	10,00
Total hours	90,00

TEACHING METHODOLOGY

1. Lectures with participation about main contents
2. Practical sessions to solve problems, case studies, with oral presentations, debates... both individually and in teams
3. Autonomous supervised work, based on readings, problem solving and/or projects, individually and/or in teams.
4. Independent study and sitting written and/or oral tests



Effective, responsible and ethical use of Artificial Intelligence will be encouraged, both in classroom and autonomous work, as long as the source and the parts of the work concerned are indicated in each case.

According to article 28 of the Universitat de València Linguistic Uses Regulations, the statements of the exams and exercises will be presented in the language in which this group has been officially offered. Moreover, as this is a group in English, students must use this language, both in writing and orally.

EVALUATION

The final grade will be the result of the weighted sum of the grades obtained in the continuous assessment (40%) and in the final exam (60%), being necessary to pass the final exam to calculate the weighted sum.

- Continuous assessment (40%). It assesses the evolution of students in their acquisition of specific skills or competences, generic competences and social skills and is divided into:
 - o Resolution of practical cases, assignments and questionnaires: 30%
 - o Active participation in the sessions: 10% (not recoverable).
- Final exam (60%). Its main function is to evaluate the achievement of the training objectives, referring to both theoretical and practical contents and requiring both mastery of knowledge and its application, as well as the ability to relate different concepts of the subject. The exam will be held on the official date set by the Faculty of Economics within the academic calendar of the course.

If the final exam is failed in the first call, the grade of the continuous assessment is kept for the second call.

Suppose the continuous assessment fails in the first call. In that case, the "recoverable" part of the grade can be reached in the second call by means of an additional evaluation that might include presenting additional tasks as well as sitting additional exams.

In duly justified cases, students who cannot attend the practical classes regularly must contact the faculty during the first 3 weeks of the semester to agree on an alternative system of continuous assessment, submitting proof that prevents them from attending.

REFERENCES

- Dolan, S., Valle Cabrera, R., López Cabrales, Á., Jackson, S. E., & Schuler, R. S. (2022). *La gestión de personas y del talento: la gestión de los recursos humanos en el siglo XXI*. McGraw-Hill.
- Brewster, C., Houldsworth, E., Sparrow, P., & Vernon, G. (2016). *International human resource management*. Chartered Institute of Personnel and Development
- Reiche, B.S., Tenzer, H., & Harzing, A.-W. (2022). *International Human Resource Management*. SAGE Publications.



- Caligiuri, P., Lepak, D., Bonache, J., & Bird, A. (2010). *Managing the global workforce*. John Wiley & Sons.
- Edwards, T. & Rees, C. (2017). *International human resource management: globalization, national systems and multinational companies*. Pearson.
- Luna Arocas, R. (2018). *Gestión del talento: de los recursos humanos a la dirección de personas basada en el talento (DPT)*. Ediciones Pirámide.
- Martinez Lucio, M., & MacKenzie, R. (Eds.) (2022). *International Human Resource Management: The Transformation of Work in a Global Context*. Sage Publications.