VNIVERSITAT DE VALÈNCIA

Course Guide
46784 Human Resource in the Global Environment

COURSE DATA

DATA SUBJECT

Code: 46784
Name: Human Resource in the Global Environment
Cycle: Master's Degree
ECTS Credits: 5
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
2268 - Master's Degree in International Business Management	Facultat d'Economia	1	First quarter, Second quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
2268 - Master's Degree in International Business Management	Human Resource in the Global Environment	COMPULSORY

COORDINATION

PARDO DEL VAL MANUELA

SUMMARY

The module will examine ideas of International Human Resource Management (HRM) in the context of the global business environment and the policies of organizations for the management of people. It explores the issues involved in managing international human resources strategically. In addition, the links between HR practices and organizational performance are reviewed and ideas of best practice in managing people globally are analyzed. The module delivers an overview of the skills required for managers working in culturally diverse environments focusing on the need for intercultural skills in an everchanging world. This course outlines the solutions, skills and the theoretical knowledge required to bridge the cultural gaps for the 21st century manager from a global HRM perspective.

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

OTHER REQUIREMENTS

Students will complete a degree with management skills.

COMPETENCES / LEARNING OUTCOMES

2268 - Master's Degree in International Business Management

Conocer los enfoques teóricos y estratégicos de la Dirección de Recursos Humanos en un contexto internacional.

Ser capaz de aplicar las prácticas relacionadas con la Dirección internacional de Recursos Humanos en contextos complejos y multiculturales.

Ser capaz de identificar y analizar información compleja y con incertidumbre.

Ser capaz de tomar decisiones en situaciones de complejidad internacional y valorar sus consecuencias.

Ser capaz de trabajar en equipos de modo eficaz y en situaciones de diversidad y multiculturalidad.

Students should be able to integrate knowledge and address the complexity of making informed judgments based on incomplete or limited information, including reflections on the social and ethical responsibilities associated with the application of their knowledge and judgments.

DESCRIPTION OF CONTENTS

1. Introduction to international HR management

2. Global talent acquisition and onboarding

3. International training and development programs

4. Performance evaluation and rewards in multinational settings

5. Motivation and culture in global contexts

6. Working in global teams

7. Understanding leadership in multicultural contexts

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Tutorials	10,00
Theory	15,00
Classroom practices	20,00
Total hours	**45,00**

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	40,00
Independent study and work	40,00
Preparation of lessons	0,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	**80,00**

TEACHING METHODOLOGY

Lectures consist of introducing key topics, supported by seminars or workshops, individual and group work on questions and case studies, class discussions and presentations. Learning methods place specific emphasis on participation, interaction and active learning.

EVALUATION

The achievement of the learning outcomes will be assessed through a final written exam and continuous assessment based on active classroom participation and individual and/or team work.

¿ The final written exam will require students to integrate the module's content. Assessment: 50%
¿ Regarding continuous assessment, the remaining assessments will consist of a combination of individual assessments of each student based on their active and critical participation during the sessions, plus the completion of assignments. These assignments will be related to human resource management in a global

context and may include a case study, essay questions, and/or team presentations, requiring students to reflect on and integrate their work from the entire module. Assessment: 50%

Both parts of the assessment share the same weighting in the final mark and will require students to demonstrate theoretical understanding and practical relevance.

REFERENCES

BASIC REFERENCES

- Noe, Raymond A., Hollenbeck, John R., Gerhart, Barry, Wright, Patrick M. Human Resource Management, McGraw Hill, 11th edition, 2019.
- Tarique, I., Briscoe, D.R., and Schuler R.S. and International Human Resource Management. Policies and Practices for Multinational Enterprises. Routledge, Taylor & Francis Group, 6th edition, 2021.

ADDITIONAL REFERENCES

- Bamber, G.J., Lansbury, R.D., Wailes, N and Wright, C.F. (eds.) International and Comparative Employment Relations: National regulation, global changes (6th Edition). Sage, London, 2016.
- Diez, F.; Bussin, M.; Lee, V. Fundamentals of HR Analytics. Emerald Group Publishing, 2019.
- Dowling, P.J., Festing, M. and Engle, A.D. International Human Resource Management (7th edition), Cengage Learning, Hampshire, 2017.
- Edwards, T. and Rees, C., International Human Resource Management: Globalization, National Systems and Multinational Companies, Prentice Hall, 2017.
- Guillen, M. ¿Motivation in Organizations: Searching for a Meaningful Work-Life Balance¿. Routledge, 2020.
- Harzing, A.W. and Pinnington, A. International Human Resource Management, Sage, 5th ed., 2019.
- holland, P. Contemporary HRM issues in the 21st century. Emerald Publishing Limited, 2019.
- Martinez-Lucio, M. International human resource management: an employment relations perspective, SAGE, Los Angeles, 2014.