

Syllabus

1. Programme information

1.1. Institution	THE BUCHAREST UNIVERSITY OF ECONOMIC STUDIES
1.2. Faculty	International Business and Economics
1.3. Departments	Department of International Business and Economics
1.4. Field of study	International business and economics
1.5. Cycle of studies	Master Studies
1.6. Education type	Full-time
1.7. Study programme	Business Communication in English
1.8. Language of study	English
1.9. Academic year	2017-2018

2. Information on the discipline

2.1. Name	Human Resources Management in International Business								
2.2. Code	17.0091IF1.2-0002								
2.3. Year of study	1	2.4. Semester	2	2.5. Type of assessment	Exam	2.6. Status of the discipline	O	2.7. Number of ECTS credits	4
2.8. Leaders	C(C)	prof.univ.dr. IAMANDI - MUNTEANU Irina-Eugenia					irina.iamandi@rei.ase.ro		

3. Estimated Total Time

3.1. Number of weeks	14.00		
3.2. Number of hours per week	1.00	of which	
		C(C)	1.00
3.3. Total hours from curriculum	14.00	of which	
		C(C)	14.00
3.4. Total hours of study per semester (ECTS*25)	100.00		
3.5. Total hours of individual study	86.00		
<i>Distribution of time for individual study</i>			
Study by the textbook, lecture notes, bibliography and student's own notes	40.00		
Additional documentation in the library, on specialized online platforms and in the field	22.00		
Preparation of seminars, labs, assignments, portfolios and essays	20.00		
Tutorials	2.00		
Examinations	2.00		
Other activities			

4. Prerequisites

4.1. of curriculum	-
4.2. of competences	-

5. Conditions

for the C(C)	The courses are taught in rooms with Internet access and multimedia equipment. The master students should comply with the dead-lines for the final project.
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6. Acquired specific competences

PREFESSIONAL	C4	
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7. Objectives of the discipline

7.1. General objective	Learning specific knowledge and acquiring needed skills for efficiently managing the human resources in international context, particularly in multinational companies
7.2. Specific objectives	<ul style="list-style-type: none">- Defining the specific concepts of human resource management (HRM) in international and intercultural context (IHRM)- Developing skills for communication, decision-making and implementation of human resources policies and programs within the business operations of multinational companies- Critical analysis and management of main challenges related to human resources policies – recruitment, selection, assessment, training and motivation of personnel – in international and intercultural context.

8. Contents

8.1. C(C)		Teaching/Work methods	Recommendations for students
1	Course 1: Definition and peculiarities of human resources management in international business (HRMIB): - Presentation of objectives and requirements of HRMIB - Definition and role of HRMIB - Issues associated to HRMIB - Impact of culture on HRMIB - Strategy and practice of HRMIB - Presentation of a real situation in international business – Case study	The lectures are based on power-point presentations and multimedia resources	Study of the recommended bibliographic materials
2	Course 2: Recruitment and selection of human resources in international business: - Process, sources and methods of recruiting the personnel in international context - Options for recruiting international managers - Process, methods and criteria of selecting the personnel in international context - Selection criteria for international managers - Hiring personnel in international business - Presentation of a real situation in international business – Case study	The lectures are based on power-point presentations and multimedia resources	Study of the recommended bibliographic materials
3	Course 3: Training and appraisal of human resources in international business: - Training and developing the personnel in international context - Methods and programs of training for international managers - Assessing performances and carrier planning of the personnel in international context - Presentation of a real situation in international business – Case study	The lectures are based on power-point presentations and multimedia resources	Study of the recommended bibliographic materials
4	Course 4: Motivation and compensation of human resources in international business: - Definition and types of motivating the personnel in international context - Compensation, promotion and motivation of employees in multinational companies - Compensation methods and benefits for international managers - Presentation of a real situation in international business – Case study	The lectures are based on power-point presentations and multimedia resources	Study of the recommended bibliographic materials
5	Course 5: Decision in human resources policies in international business: - Particularities of the decision-making process in multinational companies - Key decisions in HRMIB - Factors influencing the implementation of the decisions in HRMIB - Presentation of a real situation in international business – Case study	The lectures are based on power-point presentations and multimedia resources	Study of the recommended bibliographic materials
6	Course 6: Communication in human resources policies in international business: - Particularities of the communication in multinational companies - Communication process and factors influencing the communication in HRMIB - Presentation of a real situation in international business – Case study	The lectures are based on power-point presentations and multimedia resources	Study of the recommended bibliographic materials
7	Course 7: Present challenges and trends of human resources management in international business (HRMIB): - HRMIB and strategy of business internationalization - HRMIB and dilemma standardization vs. adaptation in international business - HRMIB and socio-demographic changes – EU analysis - HRMIB and implementation of new information technologies - HRMIB and international business ethics - Presentation of a real situation in international business – Case study - Handing out the final projects by the master students.	The lectures are based on power-point presentations and multimedia resources	Study of the recommended bibliographic materials

Bibliography

- Armstrong Michael, Taylor Stephen, Armstrong's Handbook of Human Resource Management Practice, 13th Edition, Kogan Page, 2014, Marea Britanie
- Deresky Helen, International Management: Managing Across Borders and Cultures, 5th Edition, Pearson/Prentice Hall, 2006, Statele Unite ale Americii
- Dessler Gary, Human Resource Management, 13th Edition, Pearson, 2012, Statele Unite ale Americii
- Mathis Robert, Jackson John, Human Resource Management, 13th Edition, South-Western Cengage Learning, 2010, Statele Unite ale Americii
- Portolese Dias Laura, Beginning Management of Human Resources, 2012, <http://2012books.lardbucket.org/pdfs/beginning-management-of-human-resources.pdf>
- Senyucel Zorlu, Managing the Human Resources in the 21st Century, Ventus Publishing ApS, Bookboon.com, 2009, <http://www.zums.ac.ir/files/research/site/ebooks/management-organisation/hrm-managing-the-human-ressource.pdf>
- Materialele de la curs (suportul de curs) și slide-urile aferente cursurilor (obligatoriu) // Course materials (course support) and course slides (compulsory), Materiale cu uz intern // Internal only materials, Bucuresti, 2018, România

9. Corroboration of the contents of the discipline with the expectations of the representatives of the epistemic community, of the professional associations and representative employers in the field associated with the programme

Analysing the content of the subject and its corresponding requirements with specialists in the field from the academic environment (professors and researchers from national or foreign universities), public environment (representatives of public institutions) and private environment (representatives of business environment and recruiting agencies).

10. Assessment

Type of activity	Assessment criteria	Assessment methods	Percentage in the final grade
10.1. C(C)	Active involvement during the lectures with questions, comments, analysis examples	The attendance and quality of lectures' participation are assessed	10.00
10.2. C(C)	Elaboration of the final project	The accuracy of the answers to the requirements of the final project are assessed	30.00
10.3. Final assessment	Exam	The argumentation and accuracy of the answers in the final exam are assessed	60.00
10.4. Modality of grading	Whole notes 1-10		
10.5. Minimum standard of performance	Giving correct and justified answers for different situations regarding the management of human resources in international business.		

Date of listing,
05/26/2022

Signature of the discipline leaders,

Date of approval in the
department

Signature of the Department Director,