COURSE DESCRIPTION
ISH3100 International Human Resource Management
Bachelor’s program courses

1. **Degree**
   Bachelor of Human Resource Management

2. **Semester**
   6

3. **Credits**
   7.5

4. **Course instructor**
   Associate Professor Joyce McHenry

5. **Contact hours**
   36 hours

6. **Learning outcome**
   **Knowledge**
   After this course, the student will have a broad knowledge of IHRM theories, issues, processes, tools and methods. The student will also be familiar with both the history of the academic IHRM field and future research work in IHRM and knows how to update his/her knowledge in the field.

   **Skills**
   The student will be able to find and evaluate academic IHRM knowledge and apply relevant results of research and development work to practical and theoretical IHRM challenges and make well-founded choices and present it in a manner that sheds light on the IHRM challenges.

   **General Competence**
   The student has insight into relevant academic and professional IHRM ethical issues, can plan and carry out varied IHRM assignments and projects over time, alone or as part of a group, and in accordance with ethical requirements and principles. Furthermore the student can communicate in writing and orally important academic IHRM matters and can exchange opinions and experiences with others with a background in the field and is familiar with new thinking in IHRM.

7. **Course contents**
   The course content is divided in three parts:
   - The first part introduces the topic of IHRM and links it up to the challenges international firms encounter due to increased globalization. In particular we investigate ethical dilemmas and how different legal, political, economical and technical environments impact IHRM.
   - The second part investigates the cultural and organizational context of IHRM. In particular we look at how different national cultures impact IHRM. As well as how IHRM is linked to the organization’s general internationalization strategy and global-local challenges. Furthermore we look at IHRM challenges in cross border mergers and acquisitions and when the organization is involved in out/insourcing.
   - The third part introduces the most common IHRM practices, such as Sourcing human resources for global companies; International Performance Management; International training, development and careers; and International compensation.
8. Method of instruction
The course will be taught through lectures, practical work with real projects and discussions in class. The students will also be engaged in a variety of classroom and group presentations. The students are required to invest considerable efforts in the learning process.

9. Relations to external business
External lecturers with business experience will strengthen the learning process.

10. Assessment
**Exam:** Individual home exam  
**Duration:** 72 hours  
**Grading scale:** Norwegian grading system using the graded scale A – F. Fail (F) is not included in the distribution  
**Weighting:** 100 %  
**Aids:** All aids permitted

11. Course syllabus


Course Compendium for subject ISH3100 International Human Resource Management will be available at Luvit by the course instructor:


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