International HR Management

Course Description

The aim is to provide a bird's eye view of special features, opportunities, risks and challenges in both country-specific and cross-national human resources management. To this end, the concept of culture will be discussed and different ways of looking at culture will be debated. On this basis, the course tackles country-specific personnel management with its respective peculiarities. This is followed by a discussion on the transnational personnel management of Multinational Corporations (MNCs). Building on this, the topics of international staff deployment, secondments and the influence of host countries on the management process of MNCs and their foreign subsidiaries will be addressed. A discussion on special features of human resources management in cross-border mergers and acquisitions rounds up this part of the course.In a second thematic approach, the course looks at the requirements for the development of transnational managers in MNCs and discusses measures such as secondment and ongoing training. Finally, the introduced models and concepts will be applied to two example regions in Asia (Japan/Taiwan and China/ Vietnam) and the USA.

Contents

1. Culture and Intercultural Perspectives
   1. Positivist View
   2. Interpretative View
   3. Critical View
2. Comparative Human Resources
   1. Globalisation and its Effects on Human Resources Management
   2. Contextual Effects
   3. Requirements
3. Multinational Companies and International HR Models
   1. Challenges in Multinational Corporations
   2. Resolution Methods
   3. International HR Models
4. International Personnel Deployment
   1. International Personnel Planning
   2. Reasons for Deployments and Job Rotation
   3. Selection of Expatriates
   4. Success Determinants
5. International Missions and Host Countries
   1. Variance in Environmental Variables
   2. Host Country Effects for Multinational Corporations
   3. HRM in Cross-Border Mergers and Acquisitions
   4. Integration
6. Development of International Managers
   1. Personnel Development in an International Context
   2. Preparation, Support and Reintegration of Expatriates
7. Application in Sample Markets

7.1 Asia: Japan and Taiwan

1. Asia: China and Vietnam
2. USA
3. European Countries