Course Information

Code:	**NIN5202**	Course:	**INTERNATIONAL HUMAN RESOURCES**	
Coordination Area / Program:		**FAC. CC.EE. INTERNATIONAL BUSINESS**		Mode: **Presencial**
Credits: **04**		Teaching hours: **64**		Autonomous Learning Hours: **84**
Period: **2018-01**		Start date and end of period: **del 15/03/2018 al 01/07/2018**		
Career: **INTERNATIONAL BUSINESS**				

Detail of Teaching hours

Sum: **64**	Theory: **56**	Practice: **0**	Laboratory: **0**	Evaluation Theory: **04**	Evaluation Practice: **0**	Reinforcement Theory: **04**	Reinforcement Practice: **0**

Course Pre-requisites

Code	Course - Credits	Career
FC-ADM GESTEMPR	GESTIÓN DE EMPRESAS	INTERN. BUSINESS
DGB-BUSINMANAGE	BUSINESS MANAGEMENT	INTERN. BUSINESS

Course Coordinators

Surname and First Name	Email	Contact Hour	Contact Site
FERNANDEZ CASTRO, JORGE GIOVANNI	jfernandez@usil.edu.pe	LUNES A VIERNES DE 8 AM A 5 PM	FACULTAD CIENCIAS EMPRESARIALES CAMPUS 1

Instructors

You can check the timetables for each teacher in their INFOSIL in the *Classes Development Teachers* option *Teachers.*

Course Overview

Theoretical and practical course that will permit the student understand and participate in the most significant processes related to Human Resources. The course will make use of Human Resources Planning models that cover all these processes, ensuring the good management of people, their profiles and abilities in different organizations within a globalized environment.

Course Competencies

Profesional Competency	CP4 It effectively understands the processes of the different areas of a company, both local and international, understanding their interrelationship and designing processes; And develops business plans in order to achieve the company's goals in the short and long term by acting empathetically in its interaction with others.
Level of Professional Competency	N2 Identifies the different areas and processes developed in enabling companies clearly identify the information flows that take place within the same
USIL General Competencies	2.- Bilingual communication: Develops in English using the four language skills: listening, reading comprehension, oral production and written production, with dexterity and fluency for personal, academic and professional performance.
	4.- Resource management: Manage resources efficiently, effectively and ethically, in a dynamic and competitive environment, contributing to the sustainable development of the country.

Course Learning Outcomes

General Learning Outcomes	N°	Specific Learning Outcomes
Identifies the various factors influencing internationalization decision making	1.1.	Identifies the difference between a local and an international businesss.
	1.2.	Recognizes and differentiates local versus international businesses as well as their economic, social, political and cultural environment.
	1.3	Identifies the most suitable foreign country, for a company to invest in.

Activity Scheduling

Ses	Sem	(hrs)	Type	Contents	Learning Activities	Resources
Unidad N° 1: Introduction to Human Resources Management						
Specific Outcome: 1.1., 1.2., 1.3.						
1	1	2	AP	- What is International Human Resource Management (IHRM) and its importance - Differences between domestic and international HRM.	'- Understands the definition of Huma Resources Management (HRM). - Recognizes challenges facing HRM - Identifies the strategy derived from HRM planning	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
2	1	2	AP	Strategic Planning in the IHRM Perspective. - HRM in International Firms: Strategic Implications - Characteristics of an International HR Manager	'- Understands the definition of Huma Resources Management (HRM). - Recognizes challenges facing HRM - Identifies the strategy derived from HRM planning	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
2	1	6	AA	Strategic Planning in the IHRM Perspective. - HRM in International Firms: Strategic Implications - Characteristics of an International HR Manager	'- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	'Reading: "Challenges in Human Resources Management" - Volunteer group to present reading in class - Personal notes
Basic and Supplemental References Required Reading: [1] Harzing, A. (2011). International human resource management (3°ed.).London: Sage. [2] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin. [3] Mutsuddi, I. (2012). Managing Human Resources in the Global Context. Daryaganj, IND: New Age International. Retrieved from http://site.ebrary.com/lib/bibliosil/docDetail.action?docID=10						
Unidad N° 2: International human capital management and Competency-based Human resources managament						
Specific Outcome: 1.1., 1.2., 1.3.						
3	2	2	AP	'- International venture modes (joint ventures, take over, fusions, franchises) - International Outsourcing - International transfers (expatriation and repatriation) - Challenges faced by International Human Resources Management - Approches to Staffing - Transferring staff for international business activities - Role of an expatriate/ non-expatriates/ inpatriates	'- Understands the meaning of business changes in a changing environment - Recognizes challenges faced by International Human Resources Management - Identifies strategies for international adaptation	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
4	2	2	AP	'- International venture modes (joint ventures, take over, fusions, franchises) - International Outsourcing - International transfers (expatriation and repatriation) . Challenges faced by International Human Resources Management - Approches to Staffing - Transferring staff for international business activities - Role of an expatriate/ non-expatriates/ inpatriates	'- Understands the meaning of business changes in a changing environment - Recognizes challenges faced by International Human Resources Management - Identifies strategies for international adaptation	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
4	2	6	AA	'- International venture modes (joint ventures, take over, fusions, franchises) - International Outsourcing - International transfers (expatriation and repatriation) . Challenges faced by International Human Resources Management - Approches to	- Reviews using the provided bibliography all that was learnt in class	- Virtual campus homework on International Human Resources Management

				Staffing - Transferring staff for international business activities - Role of an expatriate/ non-expatriates/ inpatriates	- Reads and analyses the case studied in class	. Personal Notes
5	3	2	AP	'- Managing Repatriation - Difference of Repatriation from Job Related Transfers - Repatriation Adjustment - Phases of Repatriation - Repatriation Planning, Agreements, Training	- Understands the meaning of business changes in a changing environment - Recognizes challenges faced by International Human Resources Management - Identifies strategies for international adaptation	'- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
6	3	2	AP	'- Managing Repatriation - Difference of Repatriation from Job Related Transfers - Repatriation Adjustment - Phases of Repatriation - Repatriation Planning, Agreements, Training	- Understands the meaning of business changes in a changing environment - Recognizes challenges faced by International Human Resources Management - Identifies strategies for international adaptation	'- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
6	3	6	AA	'- Managing Repatriation - Difference of Repatriation from Job Related Transfers - Repatriation Adjustment - Phases of Repatriation - Repatriation Planning, Agreements, Training	- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class."	- Participation in virtual campus forum - Virtual campus homework on International Human Resources Management . Personal Notes

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011). International human resource management (3°ed.).London: Sage. [2] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin. [3] Mutsuddi, I. (2012). Managing Human Resources in the Global Context. Daryaganj, IND: New Age International. Retrieved from http://site.ebrary.com/lib/bibliosil/docDetail.action?docID=10

Unidad N° 3: Recruitment, selection and international induction in Human Resources

Specific Outcome: 1.1., 1.2., 1.3.

7	4	2	AP	- Attracting the best candidates via social networks - The International Recruitment process - Recruitment means: Internal- External, advantages and disadvantages - International Selection (selection by competencies) - Induction and orientation - Effectiveness analysis of selection process	'- Understand the competency-based selection process - Recognizes tools necessary for an international selection process - Identifies the effectiveness of the selection process	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
8	4	2	AP	- Attracting the best candidates via social networks - The International Recruitment process - Recruitment means: Internal- External, advantages and disadvantages - International Selection (selection by competencies) - Induction and orientation - Effectiveness analysis of selection process	- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
8	4	6	AA	- Attracting the best candidates via social networks - The International Recruitment process - Recruitment means: Internal- External, advantages and disadvantages - International Selection (selection by competencies) - Induction and orientation - Effectiveness analysis of selection process	- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	- Participation in virtual campus forum - Virtual campus homework on competency-based selection . Personal Notes

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011). International human resource management (3°ed.).London: Sage. [2] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin. [3] Mutsuddi, I. (2012). Managing Human Resources in the Global Context. Daryaganj, IND: New Age International. Retrieved from http://site.ebrary.com/lib/bibliosil/docDetail.action?docID=10

Unidad N° 4: Training and Development in Global Enterprises

Specific Outcome: 1.1., 1.2., 1.3

9	5	2	AP	'- What is Training and its objectives - Determining organization training needs - Training in the International Context - Virtual corporate university - Knowledge and competence development management - Professional development and evaluation - Developing International Leaders and High Performance Teams	'- Understands the definition of knowledge and development of competencies - Recognizes training´s input in business development - Identifies how to cover training need in the organization	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
10	5	2	AP	'- What is Training and its objectives - Determining organization training needs - Training in the International Context - Virtual corporate university - Knowledge and competence development management - Professional development and evaluation - Developing International Leaders and High Performance Teams	'- Understands the definition of knowledge and development of competencies - Recognizes training´s input in business development - Identifies how to cover training need in the organization	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
10	5	6	AA	'- What is Training and its objectives - Determining organization training needs - Training in the International Context - Virtual corporate university - Knowledge and competence development management - Professional development and evaluation - Developing International Leaders and High Performance Teams	'- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	- Case presentation - Presentation of complimentary reading - Conceptual Map - Video . Personal Notes

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011). International human resource management (3°ed.).London: Sage. [2] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin. [3] Mutsuddi, I. (2012). Managing Human Resources in the Global Context. Daryaganj, IND: New Age International. Retrieved from http://site.ebrary.com/lib/bibliosil/docDetail.action?docID=10

Unidad N° 5: Performance Evaluation in Global Enterprises

Specific Outcome: 1.1., 1.2., 1.3.

11	6	2	AP	'- What is Performance Management and its aims - Performance Management Process - Performane Management Process - Benchmarking - Feedback and evaluation	- Understands performance-based evaluation - Recognizes performance-based evaluation´s input on business development - Identifies career and succession planning´s effectiveness - Learns how to incorporate empathy when giving feedback	'- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
12	6	2	AP	'- What is Performance Management and its aims - Performance Management Process - Performane Management Process - Benchmarking - Feedback and evaluation	- Understands performance-based evaluation - Recognizes performance-based evaluation´s input on business development - Identifies career and succession planning´s effectiveness - Learns how to incorporate empathy when giving feedback	'- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
12	6	6	AA	'- What is Performance Management and its aims - Performance Management Process - Performane Management Process - Benchmarking - Feedback and evaluation	'- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	'- Participation in virtual campus forum on performance evaluation process - Virtual campus homework on succession planning . Personal Notes

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011). International human resource management (3°ed.).London: Sage. [2] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin. [3] Mutsuddi, I. (2012). Managing Human Resources in the Global Context. Daryaganj, IND: New Age International. Retrieved from http://site.ebrary.com/lib/bibliosil/docDetail.action?docID=10

Unidad N° 6: Compensation Systems in Global Enterprises

Specific Outcome: 1.1., 1.2., 1.3.

13	7	2	AP	'- What is compensation and how it is used - Compensation management in the International Context - Approaches to international compensation - Quantitative methods - Salary set-up approaches - Problems associated with International Compensation - Defining the right compensation level - Emerging Challenges	'- Understands the definition of compensation system - Recognizes the input of a compensation system in a global context - Identifies the necessary steps in elaborating a compensation system "	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
14	7	2	AP	'- What is compensation and how it is used - Compensation management in the International Context - Approaches to international compensation - Quantitative methods - Salary set-up approaches - Problems associated with International Compensation - Defining the right compensation level - Emerging Challenges	'- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video

| 14 | 7 | 6 | AA | '- What is compensation and how it is used - Compensation management in the International Context - Approaches to international compensation - Quantitative methods - Salary set-up approaches - Problems associated with International Compensation - Defining the right compensation level - Emerging Challenges | - Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class | - Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video |
| 14 | 7 | 2 | AV | Review | Use weblinks to recycle and review | USIL Virtual Campus |

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011).International human resource management (3°ed.).London: Sage. [2]Dowling, P.(2009). International human resource management: managing people in a multinational context (5°ed.). Mason, OH : Thomson / South-Western [3] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin

Unidad N° 7: Social Benefits

Specific Outcome: 3.1.,3.2., 3.3., 3.4.

15	8	2	AP	'- IHRM in the Japanese Context - IHRM in the Indian Context - IHRM in the Japanese Context - IHRM in the US Context - IHRM in the UK Context - Chines IHRM Practices	'- Understands the definition of Organizational Culture - Recognizes the importance of social responsibility of a company - Identifies how the organizational culture in global enterprises evolves	'- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
16	8	2	AP	'- IHRM in the Japanese Context - IHRM in the Indian Context - IHRM in the Japanese Context - IHRM in the US Context - IHRM in the UK Context - Chines IHRM Practices	'- Understands the definition of Organizational Culture - Recognizes the importance of social responsibility of a company - Identifies how the organizational culture in global enterprises evolves	'- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
16	8	6	AA	'- IHRM in the Japanese Context - IHRM in the Indian Context - IHRM in the Japanese Context - IHRM in the US Context - IHRM in the UK Context - Chines IHRM Practices	- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	'Reading: "Organizational Culture in Global Enterprises" - Volunteer group to present complementary reading in class - Personal notes

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011).International human resource management (3°ed.).London: Sage. [2]Dowling, P.(2009). International human resource management: managing people in a multinational context (5°ed.). Mason, OH : Thomson / South-Western [3] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin

Unidad N° 8: Organizational Culture in Global Enterprises

Specific Outcome: 1.1., 1.2., 1.3

17	9	2	AP	'- Organizational Culture, culture & values, challenges - Organization Culture and Strategy - Social Responsibility of a company - Personnel communications - Union relationships - Cooperation between unions and the company - Organizational structure	'- Understands the definition of Organizational Culture - Recognizes the importance of social responsibility of a company - Identifies how the organizational culture in global enterprises evolves - Understands the structure of an organization and how each area are related	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
18	9	2	AP	'- Organizational Culture, culture & values, challenges - Organization Culture and Strategy - Social Responsibility of a company - Personnel communications - Union relationships - Cooperation between unions and the company Organizational structure	'- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class -	'Reading: "Organizational Culture in Global Enterprises" - Volunteer group to present complementary reading in class - Personal notes
18	9	6	AA	'- Organizational Culture, culture & values, challenges - Organization Culture and Strategy - Social Responsibility of a company - Personnel communications - Union relationships - Cooperation between unions and the company Organizational structure	'- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class - Understands the structure of an organization and how each area are related	'Reading: "Organizational Culture in Global Enterprises" - Volunteer group to present complementary reading in class - Personal notes

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011).International human resource management (3°ed.).London: Sage. [2]Dowling, P.(2009). International human resource management: managing people in a multinational context (5°ed.). Mason, OH : Thomson / South-Western [3] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin

Unidad N° 9: Evaluation and Control within the Organization

Specific Outcome: 3.1.,3.2., 3.3., 3.4.

19	10	2	AP	- HR Information systems - Audit on HR capital - Globalization, diversity and global perspectives - Globalized opinion polls - Action plans - Human Resources consulting . International audits	'- Understands definition of HR management control - Recognizes the importance of HR management controls - Identifies how to implement HR management controls in a global enterprise	'- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
20	10	2	AP	- HR Information systems - Audit on HR capital - Globalization, diversity and global perspectives - Globalized opinion polls - Action plans - Human Resources consulting . International audits	'- Understands definition of HR management control - Recognizes the importance of HR management controls - Identifies how to implement HR management controls in a global enterprise	'- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
20	10	6	AA	- HR Information systems - Audit on HR capital - Globalization, diversity and global perspectives - Globalized opinion polls - Action plans - Human Resources consulting . International audits	- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	'- Invetigate management controls in HR - Virtual campus homework on management controls in HR . Personal Notes

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011).International human resource management (3°ed.).London: Sage. [2]Dowling, P.(2009). International human resource management: managing people in a multinational context (5°ed.). Mason, OH : Thomson / South-Western [3] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin

Unidad N° 10: Quality of Life in Global Enterprises

Specific Outcome: 1.1., 1.2., 1.3.

21	11	2	AP	- Improvement of quality of life through employee participative techniques - Quality circles - Sociotechnical systems - Ergonomically advances - Codetermination - Autonomous working teams - Individual motivations and job satisfaction - Competence-based management indicators and their relationship with collaborators' quality of life	- Understands definition of quality of life in global enterprises - Recognizes tools to better collaborators' conditions in an enterprise - Identifies the selection process' effectiveness	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
22	11	2	AP	- Improvement of quality of life through employee participative techniques - Quality circles - Sociotechnical systems - Ergonomically advances - Codetermination - Autonomous working teams - Individual motivations and job satisfaction - Competence-based management indicators and their relationship with collaborators' quality of life	- Understands definition of quality of life in global enterprises - Recognizes tools to better collaborators' conditions in an enterprise - Identifies the selection process' effectiveness	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
22	11	6	AA	- Improvement of quality of life through employee participative techniques - Quality circles - Sociotechnical systems - Ergonomically advances - Codetermination	- Reviews using the provided bibliography all that was learnt in class	- Participation in virtual campus forum on quality of life in global enterprises - Voluntary group to present findings on forum

| | | | | - Autonomous working teams
- Individual motivations and job satisfaction
- Competence-based management indicators and their relationship with collaborators' quality of life | - Reads and analyses the case studied in class | . Personal Notes |

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011).International human resource management (3°ed.).London: Sage. [2]Dowling, P.(2009). International human resource management: managing people in a multinational context (5°ed.). Mason, OH : Thomson / South-Western [3] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin

Unidad N° 11: Employer´s general obligations
Specific Outcome: 1.1., 1.2., 1.3.

23	12	2	AP	'- Virtual Organization Meaning - Virtual Teams/ Types of Virtual Organizations - Advantages and Disadvantages of Virtual Organizations - HR Challenges in VO - Challenges for HR professionals	'- Understands definition of virtual organizations and the different types - Recognizes the challenges of VO on HR Professionals and IHRM - Practices designing an organizational and processes necesary to assure smooth and efficient management.	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
24	12	2	AP	'- Virtual Organization Meaning - Virtual Teams/ Types of Virtual Organizations - Advantages and Disadvantages of Virtual Organizations - HR Challenges in VO - Challenges for HR professionals	'- Understands definition of virtual organizations and the different types - Recognizes the challenges of VO on HR Professionals and IHRM - Practices designing an organizational and processes necesary to assure smooth and efficient management.	- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
24	12	6	AA	'- Virtual Organization Meaning - Virtual Teams/ Types of Virtual Organizations - Advantages and Disadvantages of Virtual Organizations - HR Challenges in VO - Challenges for HR professionals	- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	- Participation in virtual campus forum on employer´s general obligations - Voluntary group to present findings on forum . Personal Notes

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011).International human resource management (3°ed.).London: Sage. [2]Dowling, P.(2009). International human resource management: managing people in a multinational context (5°ed.). Mason, OH : Thomson / South-Western [3] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin

Unidad N° 12: Human Resources Megatrends
Specific Outcome: 1.1., 1.2., 1.3.

25	13	2	AP	- Megatrends for 2030 according to Hay Group - Globalization - Climate change and environmental impact - War for Human talent -Individualization - Digital lifestyle - Innovative technology - Employability - Executive leadership in the third millennium	- Understands definition of 2030 megatrends - Recognizes input of globalization on Human Resources trends - Identifies trends of HR management	'- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
26	13	2	AP	- Megatrends for 2030 according to Hay Group - Globalization - Climate change and environmental impact - War for Human talent -Individualization - Digital lifestyle - Innovative technology - Employability - Executive leadership in the third millennium	- Understands definition of 2030 megatrends - Recognizes input of globalization on Human Resources trends - Identifies trends of HR management	'- Case presentation - Presentation of complimentary reading - In-class debate - Conceptual Map - Video
26	13	6	AA	- Megatrends for 2030 according to Hay Group - Globalization - Climate change and environmental impact - War for Human talent -Individualization - Digital lifestyle - Innovative technology - Employability - Executive leadership in the third millennium	- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	'Reading: "Megatrens 2030" - Virtual Campus Homework on Human Resources megatrends - Personal notes
27	14	2	AP	- Understanding of how what has been learnt contributes to the International Business career .	Has a general knowledge of human resources management and how it contributes to International Realtions Management. Elaborates researches and develops a final project related an specific area of Human Resources Management based on an International organization; looking to maximize results for the organization; looking to maximize results for the organizationin the short and long-term by considering the opportunities and risks of the organization´s environment.	Final Project presentation
28	14	2	AP	- Understanding of how what has been learnt contributes to the International Business career .	Has a general knowledge of human resources management and how it contributes to International Realtions Management. Elaborates researches and develops a final project related an specific area of Human Resources Management based on an International organization; looking to maximize results for the organization; looking to maximize results for the organizationin the short and long-term by considering the opportunities and risks of the organization´s environment.	Final Project presentation
28	14	6	AA	- Understanding of how what has been learnt contributes to the International Business career .	'- Reviews using the provided bibliography all that was learnt in class - Reads and analyses the case studied in class	None
29	14	2	AV	Review	Use weblinks to recycle and review	USIL Virtual Campus

Basic and Supplemental References Required Reading: [1] Harzing, A. (2011).International human resource management (3°ed.).London: Sage. [2]Dowling, P.(2009). International human resource management: managing people in a multinational context (5°ed.). Mason, OH : Thomson / South-Western [3] Evans, P. (2011).The global challenge: international human resource management (2°ED.). New York, NY: McGraw-Hill Irwin

Methodology

A dynamic and participatory methodology is used by combining theory with practical cases, discussion, debates and exercises in addition to the final project.

Assessment System

Each of the items of the evaluation scheme and the final grade of the course are rounded to whole numbers. The final grade of the course is the weighted average of the corresponding items: permanent evaluation, partial exam and final exam.

The averages calculated components of the item 'Permanent Evaluation' will keep your calculation with 2 decimals.

Type Evaluation	%Weighing	Observation	Week Assessment	Rezag.
Evaluación Permanente	**65%**			
Promedio 1	**35%**			
Actividad 01	60%		14ta	No
Actividad 02	40%		14ta	No
Promedio de Prácticas	**30%**			
Práctica 1			3ra	No
Práctica 2			6ta	No
Práctica 3			10ma	No
Práctica 4			13ra	No
Trabajo	**35%**		14ta	No
Examen Parcial	**20%**			
Examen Final	**15%**			

General Guidelines

Title III: Attendance

Article 11: Attendance to theory lessons, practice lessons, lab sessions and workshops is regulated in each course's syllabus.

Article 12: The student will be able to do the follow –up of their attendance record in Infosil. In case he notices an irregularity, there is a three-day deadline (working days) to ask for an official revision of it.

Title V: Evaluation process

Article 23: The student who does not take one or more exams of the Ongoing Evaluation will be able to ask for a make-up exam of only one of them only if the syllabus allows it.
The Academic Calendar indicates the deadline for requesting a make-up exam, the date to pay for it, the fee and the dates when it will be administered. This exam will be about all the topics developed in the syllabus and will replace the exam the student did not take.

Article 24: The student who fails to sit for either Mid- term or Final exam on the scheduled date provided in the academic calendar, will be able to take a make- up exam. This grade will replace the exam the student did not take. The student will have 2 (two) days following the day he/she was absent to request the make- up evaluation through Plataforma Institucional. The corresponding fee must be paid in order to process the request.

Article 25: The exams have to be taken personally and in-campus or in the branches authorized by the Academic Vice-Presidency. In case that branch is not the regular one where students have their lessons, they will be previously informed. Exams taken through the Virtual Campus are an exception to this article
Midterm, final and make-up exams of the e-learning mode will be administered in-campus, in the classrooms assigned by the university

Course Specific Rules

Attendance Policy	
Total Percentage Absences Permitted	30%

The students who reaches or exceeds the total percentage absences permitted for the course, defined by the total of effective hours, will not be able to take the final exam or the equivalent evaluation defined by the course coordination and therefore will get zero (00) as the score.

Basic and Supplemental References Required Reading

Basic References:
[1] Evans, P. (2011). *The global challenge : international human resource management* (2a ed.). New York, NY: McGraw-Hill Irwin.
[2] Harzing, A (2011). *International human resource management* (3a ed.). London: Sage.

Supplemental References Required Reading:
[3] Rao, P. (2009). *International Business Environment* s/l: Himalaya Publishing House. Recuperado de https://ebookcentral.proquest.com/lib/bibliosil-ebooks/detail.action?docID=3011442
[4] Mutsuddi, I. (2012). *Managing Human Resources in the Global Context.* s/l: New Age International. Recuperado de https://ebookcentral.proquest.com/lib/bibliosil-ebooks/detail.action?docID=3017442
[5] Jatava, D. (2010). *Human Resources for Self and Social Development* s/l: ABD Publishers. Recuperado de https://ebookcentral.proquest.com/lib/bibliosil-ebooks/detail.action?docID=4642298

References Supplementary Reading non-binding
[1] Fernández, J. (2005). *Gestión por competencias : un modelo estratégico para la dirección de recursos humanos* Madrid: Prentice-Hall.
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