BUSI 4706 B
International Human Resource Management
Winter 2013

INSTRUCTOR: Moses N. Kiggundu
OFFICE: 911 DT
CLASS HOURS: Thursday 11:30-2:25
CLASSROOM: 515 SA
OFFICE HOURS: Monday: 3-4; Thursday 3:00-4:00 and by appointment.
EMAIL: moses_kiggundu@carleton.ca
TELEPHONE NUMBER: 613-520-2380
TEACHING ASSISTANT: (TBA)
NAME:
OFFICE:
OFFICE HOURS:
OTHER CONTACTS:

COURSE DESCRIPTION AND PREREQUISITES:

Theoretical and process issues in the recruitment, training, evaluation and repatriation of personnel in multi-country organizations. Issues are examined from the perspective of organizations—expatriates and local employees of multinational firms.

Prerequisites: Fourth year standing in B.Com (International Business Concentration) or B.I.B., and BUSI 3102, and one of BUSI 2702 or BUSI 3703.
Lectures three hours a week.
The School of Business enforces all prerequisites

Learning Objectives:

Students will be expected to:

1. Understand how international human resource management (IHRM) differs from domestic human resource management, especially for global multinationals and Canadian organizations doing business overseas.
2. Explain the relationship between choice of a multinational strategy and IHRM choices and practices
3. Describe and discuss the process of expatriation and the attributes required for successful expatriate assignments
4. Develop a basic understanding of how the national context and historical conditions affect human resource management choices and shape employee and industrial relations between management and labour in different countries.
5. Identify and discuss current Canadian IHRM issues in the context of globalization of economy and society.
6. Undertake self-assessment and plan for personal development of the attributes needed for effective international assignment and expatriate work
7. Demonstrate academic and professional skills related to critical thinking, innovative and strategic IHRM problem solving, communications and presentation skills.

NOTE: Exchange students are welcome in this course and are considered a valuable resource for the benefit of us all.

COURSE FORMAT

Various methods will be used during the semester: lectures, case analysis and discussions, critical discussions of assigned readings, student presentations and discussions, stories, current events relevant to the course, videos, and guests. Students must read all assigned readings and come to class prepared to engage in informed discussions. Students are also encouraged to bring to class own international and Canadian experiences as may be relevant for class discussions. Those with personal or professional experiences are very much encouraged to share their perspectives with all others in the course.

Select A Global Corporation for Study in this Course (Details in Class)

Groups: Students are required to form groups of FIVE for purposes of undertaking required group work for this course (see grading scheme below). Each group is required to demonstrate INTERNAL DIVERSITY among members (DETAILS IN CLASS).
Use of laptops and cellphones:

Use of cellphones in class is not allowed. Use of laptops in class is permitted for activities related to the course only. Inappropriate use of your cellphone or laptop will be noted and will negatively affect your participation mark.

Required Readings:

Required Textbook.

International Human Resource Management: Globalization, National Systems and Multinational Companies. Tony Edwards and Chris Rees; 2nd Edition, 2011 (A discounted rate has been negotiated with the publishers through the University Bookstore).

Other Readings:
Readings, assessment tools, databases, case studies, etc. assigned for this should be readily available online or in the University Library, otherwise additional information will be provided in class or posted on the University cu Learn.

NB: Students unable to access any of the assigned readings must contact the TA or the Professor ASAP.

Grading Scheme and Learning Objectives:
Intended to assess what the students know (Knowledge); what the students can do (applications), and what the students care about (global and caring mindset).

1. In-class Active and Informed Individual Participation
   Based on demonstrated knowledge, applications and IHRM mindset of the Learning Objectives identified above………………………………………10%
2. Assignment 1…………………………………………………………………………………………………..15%
3. Midterm Examination: Will include a Take-Home Question (15%). Scheduled for Feb 28, 2013………………………………………………………………………………………………………………………30%
4. Individual Term Paper Due April 10, 2013……………………………20 %
5. Group work: (Will Include Self-Assessment)
   5.1 In-class Group Presentations (March 28, April 04)…………………..10%
   5.2 Group Written Report: (Due April 10, 2010)
   ……………………………………………………………………..15%

Total………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………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3. All assignments, tests and exams will be competitively graded.
4. According to the University Calendar, April 10, 2013 is the last day for handing in term work and the last day that can be specified by a course instructor as a due date for term work for Winter term courses.

Class Attendance and Participation: Attendance in this class is mandatory. Students are required to come to class on time. The Professor reserves the right to take attendance records at randomly selected classes. Any student who is unable to come to class must inform the Professor before class or as soon after as possible. In addition to physical presence, the course requires each student to come to class prepared to actively engage in the discussions of the day. Students are required to have read all assigned readings before coming to class and must come prepared to make contributions especially in areas where they feel particularly knowledgeable or feel strongly about. Assessment of participation is based on knowledge of the Learning Objectives as specified above. The Poster Class (scheduled for November 15, 2012) provides students with additional opportunity to demonstrate effective professional communication on a topic of personal interest. Students with special needs should see the Professor during office hours.

To make it easier for the Professor to recognize you in-class contributions, Please place a name tag as you’re known in the official class list on the desk or use a nametag.

Group, In-Class Case Analysis, Presentation and Discussion:
Important information about group work is available at: http://sprott.carleton.ca/academic_programs/groupwork.

IMPORTANT NOTES ON EVALUATION:

1. If you’re not sure how your work will be evaluated on any aspect of the Grading Scheme, please consult the Professor for clarification.
2. All students are expected to be personally present for all grading assignments (tests, examinations, meetings, etc). Failure to attend will result in a grade of zero. Students with legitimate reasons must report immediately their absence to the appropriate authorities (Registrar’s Office in case of University Exams).
3. English is the medium of instruction: Both spoken and written work will be judged on content as well as grammar, style, organization, formatting and presentation. For further details, consult “Paper Formatting & Documentation Guidelines”: http://sprott.carleton.ca/academic_programs/index.htm. Click on “Useful Links” then “Paper Writing Guidelines”
4. Supplemental and grade raising exams are not available for this course.
5. Students must record, double check and observe all due dates.
6. If Group Assignments include peer evaluations, details will be given in class.
7. If circumstances change some aspects of the Course and Grading Scheme may be changed and students will be notified as soon as possible.
Class Schedule: Topics, Assigned Readings and Activities:

**BUSI4706 A Course Schedule**
**07-January-10 April 2013**

<table>
<thead>
<tr>
<th>Class #/Week</th>
<th>Date</th>
<th>Topic</th>
<th>Readings /Activities</th>
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<td>2. Study the two cases at the end of the chapters</td>
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<td>3. Select MNCs. (Table 5.1 ER)*</td>
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<td>2</td>
<td>17</td>
<td>MNCs: Global Integration and Diffusion</td>
<td>Read ER: caps 6&amp;7 Case studies: Transco: Globally integrating diversity management, pp. 112-4; Review Questions, p. 115 Engineering Products---networking…but with the centre in charge, pp.133-5, Review Questions 135. Provide Students with Assignment 1 Questions</td>
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<tr>
<td>3</td>
<td>24</td>
<td>IHRM &amp; Cross-border mergers and acquisitions (M&amp;As)</td>
<td>Read; ER cap 8 Case study: Corus, p. 150-1, Review Questions, p. 158 Research: Canada-China M&amp;A: Dehua International Mines Group Murray River coal project in BC.</td>
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<td>Week</td>
<td>Reading Date</td>
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<td>Classes Suspended</td>
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<td>8</td>
<td>28 March 07</td>
<td>Midterm Exam: All Materials Covered to date.</td>
<td>Hand in Midterm Take-Home Question</td>
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<td>12</td>
<td>28 March 07</td>
<td>Group Presentations</td>
<td>Group Presentations</td>
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<td>13</td>
<td>April 04</td>
<td>Group Presentation</td>
<td>Group Presentations</td>
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IMPORTANT ADDITIONAL INFORMATION

Required calculator in BUSI course examinations
If you are purchasing a calculator, we recommend any one of the following options: Texas Instruments BA II Plus (including Pro Model), Hewlett Packard HP 12C (including Platinum model), Staples Financial Calculator, Sharp EL-738C & Hewlett Packard HP 10bII

Group work
The Sprott School of Business encourages group assignments in the school for several reasons. They provide you with opportunities to develop and enhance interpersonal, communication, leadership, follower-ship and other group skills. Group assignments are also good for learning integrative skills for putting together a complex task. Your professor may assign one or more group tasks/assignments/projects in this course. Before embarking on a specific problem as a group, it is your responsibility to ensure that the problem is meant to be a group assignment and not an individual one.

Medical certificate
Please note that in all occasions that call for a medical certificate you must use or furnish the information demanded in the standard university form. http://www2.carleton.ca/registrar/forms/

Academic Accommodations for Students with Disabilities
The Paul Menton Centre for Students with Disabilities (PMC) provides services to students with Learning Disabilities (LD), psychiatric/mental health disabilities, Attention Deficit Hyperactivity Disorder (ADHD), Autism Spectrum Disorders (ASD), chronic medical conditions, and impairments in mobility, hearing, and vision. If you have a disability requiring academic accommodations in this course, please contact PMC at 613-520-6608 or pmc@carleton.ca for a formal evaluation. If you are already registered with the PMC, contact your PMC coordinator to send me your Letter of Accommodation at the beginning of the term, and no later than two weeks before the first in-class scheduled test or exam requiring accommodation (if applicable). After requesting accommodation from PMC, meet with me to ensure accommodation arrangements are made. Please consult the PMC website for the deadline to request accommodations for the formally-scheduled exam (if applicable).

Religious observance
Students requesting academic accommodation on the basis of religious observance should make a formal, written request to their instructors for alternate dates and/or means of satisfying academic requirements. Such requests should be made during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist, but no later than two weeks before the compulsory academic event. Accommodation is to be worked out directly and on an individual basis between the student and the instructor(s) involved. Instructors will make accommodations in a way that avoids academic disadvantage to the student. Students or instructors who have questions or want to confirm accommodation eligibility of a religious event or practice may refer to the Equity Services website for a list of holy days and Carleton’s Academic Accommodation policies, or may contact an Equity Services Advisor in the Equity Services Department for assistance.
Pregnancy
Pregnant students requiring academic accommodations are encouraged to contact an Equity Advisor in Equity Services to complete a letter of accommodation. The student must then make an appointment to discuss her needs with the instructor at least two weeks prior to the first academic event in which it is anticipated the accommodation will be required.

Plagiarism
The University Senate defines plagiarism in the regulations on instructional offenses as: "to use and pass off as one's own idea or product work of another without expressly giving credit to another."
Borrowing someone else's answers, unauthorized possession of tests or answers to tests, or possession of material designed in answering exam questions, are also subject to university policy regarding instructional offences. For more information on Carleton University's Academic Integrity Policy, consult:
http://www1.carleton.ca/studentaffairs/academic-integrity/

Important Dates & Deadlines – Winter 2013

January 7, 2013
Winter-term classes begin.

January 18, 2013
Last day for registration for winter term courses.
Last day to change courses or sections for winter term courses.

January 31, 2013
Last day for withdrawal from winter term and winter portion of fall/winter courses with full fee adjustment.

February 1, 2013
Last day for receipt of applications for admission to the Bachelor of Architectural Studies and the Bachelor of Social Work degree programs for the 2013-14 fall/winter session.

February 15, 2013
April examination schedule available online.

February 15-23, 2013
Fall-term deferred examinations will be written. Examinations are normally held in the day and evening during the Monday to Saturday period. In exceptional circumstances, it may be necessary to schedule an examination on a Sunday.
Statutory holiday. University closed.

**February 18-22, 2013**

Winter Break, classes suspended.

**March 1, 2013**

Last day for receipt of applications from potential Spring (June) graduates.

Last day for receipt of applications to the Bachelor of Humanities, Bachelor of Industrial Design, Bachelor of Information Technology (Interactive Multimedia and Design), Bachelor of Journalism, and the Bachelor of Music degree program for the 2013-2014 fall/winter session.

Last day for receipt of applications for admission to a program for the 2013 summer terms.

**March 8, 2013**

Last day to submit, to the Paul Menton Centre for Students with Disabilities, Formal Examination Accommodation Forms for April examinations.

**March 27, 2013**

Last day for tests or examinations in courses below the 4000-level before the final examination period (see Examination Regulations in the Academic Regulations of the University section of this Calendar).

**March 29, 2013**

Statutory holiday. University closed.

**April 1, 2013**

Last day for receipt of applications for admission to a program (except Bachelor of Architectural Studies, Bachelor of Humanities, Bachelor of Industrial Design, Bachelor of Information Technology (Interactive Multimedia and Design), Bachelor of Journalism, Bachelor of Music, and Bachelor of Social Work, for the 2013-2014 fall/winter session, from candidates whose documents originate outside Canada or the United States.

**April 10, 2013**

Winter term ends.

All classes follow a FRIDAY schedule.

Last day of fall/winter and winter-term classes.

Last day for academic withdrawal from fall/winter and winter-term courses.

Last day for handing in term work and the last day that can be specified by a course instructor as a due date for term work for fall/winter and winter-term courses.

**April 11-12, 2013**

Review period. No classes take place.

**April 13-27, 2013**
Final examinations in winter term and fall/winter courses may be held. It may be necessary to schedule examinations during the day for classes held in the evening and vice versa. In exceptional circumstances, it may be necessary to schedule an examination on a Sunday.

April 16, 2013

Winter Co-op Work Term Reports are due.

April 27, 2013

All take home examinations are due on this day.