

科目コード／科目名 (Course Code / Course Title)	BT165／International Human Resource Management		
テーマ／サブタイトル等 (Theme / Subtitle)	Introduction to Theory and Practice for International Human Resource Management		
担当者名 (Instructor)	杉山 浩一(SUGIYAMA KOICHI)		
学期 (Semester)	秋学期(Fall Semester)	単位 (Credit)	2単位(2 Credits)
科目ナンバリング (Course Number)	GBU3201	言語 (Language)	英語 (English)
備考 (Notes)			

授業の目標 (Course Objectives)

Human resource management should not be viewed solely from the domestic perspective. More dynamic and international approaches towards subjects are needed. Therefore, international human resource management (IHRM) is getting more important for competitiveness as well as the strategy in global business. Although IHRM consists of many similar parts of HRM, it is more complicated and difficult to reach the best solution. This course aims to provide the basic knowledge for good solutions in IHRM to students.

授業の内容 (Course Contents)

This course covers most of the important topics of IHRM. You learn both the IHRM theories and practical cases. In addition, you can learn about Japanese HRM in international business to some extent. Class is conducted by the lecture, participant contribution, class discussion, and in-class group exercise. Students are assigned to groups each time. The group members are changed every time. Usually, half of the students of this course are international students. The student participation with different background is very important to make this course more valuable. The purpose of the final report is to check your daily efforts and progress in learning IHRM.

授業計画 (Course Schedule)

1. Introduction of the Course Purpose and Contents-Why Study International HRM?
2. Japanese HRM System in Tradition and in New Internationalization
3. Performance Management – Evaluation and Grade Structure in International Fields
4. Performance Management – Rewarding System for Employees and Motivation in International Fields
5. Group Assignment and Presentation 1: a short case study from textbook
6. Guest Speaker Session (Tentative)
7. Expatriate and Repatriation
8. Group Assignment and Presentation 2: a short case study from textbook
9. Organizational Structure, Staffing Policy, and HR Planning
10. Guest Speaker Session (Tentative)
11. Cross Cultural Friction and Team Building
12. Group Assignment and Presentation 3: a short case study from textbook
13. International Career Path and HR Development
14. Organizational Culture and IHRM to the Sustainable Society

授業時間外(予習・復習等)の学習 (Study Required Outside of Class)

Students should read the handouts before class. Short case studies form a key part of this course. Each student will have a short report assignment several times on a short case from the textbook. Students are required to prepare for class discussion and group presentations based on the case analysis above.

成績評価方法・基準 (Evaluation)

Group Work, Report and Presentation (Contents)(18%)/Class Contribution (Opinion/Question, Group work, Quantity/Quality)(22%)/Individual short case question assignment (Contents)(20%)/最終レポート(Final Report)(40%)
You have 3 group work for short case studies(6% each). All group work and presentations are done within class time. You have 4 individual short case assignments(5% each). Class contribution is counted up to 3% in each class time and up to 22% as total.

テキスト (Textbooks)

1. DENNIS BRISCOE, RANDALL SCHULER and IBRAIZ TARIQUE. 2012. *International Human Resource Management – Policies and Practices for Multinational Enterprises, 4th edition*. Routledge (ISBN13: 978-0-415-88475-4)

The learning points and short cases are mostly from this textbook. You had better have the book. However the instructor will provide all necessary information by handouts in class. Therefore, the students are not necessary purchase one.

参考文献 (Readings)

The students don't have to prepare readings in principle. If a student need to have some books for further understanding by him/herself, the instructor will tell appropriate books personally along with the needs.

その他 (HP 等) (Others (e.g. HP))

注意事項 (Notice)

Sheltered Course (Min. TOEIC: 730)