

IB9DQ-15 Work and Human Resources in Global Context

26/27

Department

Warwick Business School

Level

Taught Postgraduate Level

Module leader

Umar Boodoo

Credit value

15

Module duration

9 weeks

Assessment

100% exam

Study location

University of Warwick main campus, Coventry

Description

Introductory description

The primary focus of this module is to understand how multi-national corporations (MNCs) attempt to deal with today's human resource issues.

[Module web page](#)

Module aims

The principal aims of this module are to:

Evaluate through the analysis of a variety of cases the extent to which global corporation can adopt highly centralized or predominantly decentralized HR policies.

Assess the role of global HR in managing international mergers; acquisitions and shared services.

Analyse how the interaction of HR global strategies with national institutions (such as labor unions), regional institutions such as the European Union and Multilateral institutions such as the ILO influence global HR implementation.

Understand how global companies manage talent, and diversity, performance management and compensation, and the challenges associated with adopting a global approach with regard to these issues.

Examine how consumer pressure, coupled with corporate social responsibility programs, encourage global corporations to extend their HRM/ER policies to their outsourced/offshored operations and into their global supply chains.

Outline syllabus

This is an indicative module outline only to give an indication of the sort of topics that may be covered. Actual sessions held may differ.

1. Introduction to the role of global context: Globalisation, national models of capitalism and multinationals
2. Varieties of capitalism.
3. Governance of the globalised economy.
4. The state and employment relations.
5. The significance of the multinational enterprise as an employer.
6. Varieties of multinational employer: country of origin effects on employment relations.
7. The twin efficiency and power faces of multinationals: transfers of practices and relocation threats
8. Employee representation and organisation in multinationals.
9. Transnational regulations: Codes of Conduct, International Framework Agreements and other regulatory forms.

Learning outcomes

By the end of the module, students should be able to:

- Demonstrate understanding of the emerging trends in the balance between national and supranational governance mechanisms in employment relations
- Demonstrate understanding of the role of MNCs and their governance in employment relations.
- Appreciate the normative and policy implications of the differing interests of actors in employment relations.
- Demonstrate understanding of the terms and language ('jargon') used in official documents of international institutions, including the ILO and EU
- Compare and contrast developments in different levels of employment relations in the global economy.
- Critically evaluate the literature on the impact of multinational enterprises.
- Analyse the political and economic developments lying behind the development of global and regional employment relations institutions and regulation at inter-governmental, sector and multinational enterprise levels.

Indicative reading list

[Reading lists can be found in Talis](#)

Research element

Develop generic research skills such as database use
Synthesise information in support of analysis
Apply contextual data to theoretical concepts

International

Demonstrate understanding of the terms and language ('jargon') used in official documents of international institutions, including the ILO and EU
Critically evaluate the literature on the impact of multinational enterprises.
Analyse the political and economic developments lying behind the development of global and regional employment relations institutions and regulation at inter-governmental, sector and multinational enterprise levels.

Subject specific skills

Develop generic research skills such as database use
Synthesise information in support of analysis
Apply contextual data to theoretical concepts

Transferable skills

Communication skills: summarise key arguments and evidence.
Use information technology to identify recent development.

Study

Study time

Type	Required
Lectures	9 sessions of 1 hour (12%)
Practical classes	9 sessions of 2 hours (24%)
Private study	49 hours (64%)
Total	76 hours

Private study description

Self study to include preparation and completion of assessment and pre-reading for lectures

Costs

No further costs have been identified for this module.

Assessment

You do not need to pass all assessment components to pass the module.

Assessment group B7

Assessment component	Weighting	Study time	Eligible for self-certification
Centrally-timetabled examination (On-campus)	100%	74 hours	No
<ul style="list-style-type: none">Answerbook Pink (12 page)			

Reassessment component is the same

Feedback on assessment

Assessments are graded using standard University Postgraduate Marking Criteria and written feedback is provided. Overall percentage marks are awarded for examination performance and general examination feedback is provided to the cohort.

[Past exam papers for IB9DQ](#)

Availability

There is currently no information about the courses for which this module is core or optional.