COURSE TITLE: MANAGING PEOPLE AND CAREERS IN A GLOBAL CONTEXT

Type of course: Bachelor course (for students in the final year of study) & Master course

Lecturer: Dr. Patricia Meglich; Associate Professor of Management; University of Nebraska at Omaha (Visiting Professor - FELU)

ECTS credits: 7

Aims of the course:
This course is a broad review of international human resource management concepts, theories, and practices within contemporary organizations. It is a comprehensive survey of human resource functions including recruitment and selection, talent development, total rewards, performance management, employee relations, and employment legal issues within a global context. Students will also learn strategies to include international work experience as part of their career plans. Professionals in many fields of study will benefit from learning how to manage workers across the world and to plan for their own international working experience.

Course syllabus:

Week 1
- Essentials of international human resource management (IHRM)
- Understanding country culture, ethics, and social responsibility
- International joint ventures and cross-border mergers and acquisitions
- Strategic issues in IHRM

Week 2
- Recruiting and selecting employees in a worldwide context
- Talent management and development
- Personal career planning (with a focus on international work experience)
- Performance management

Week 3
- International compensation and benefits
- Labor and industrial relations
- Technology solutions to IHRM challenges
Bibliography:


Teaching methods:

Students are expected to read assigned articles or readings prior to class sessions. Class sessions will consist of lectures and in-class activities to reinforce the readings. Short case studies may be assigned prior to class sessions that will be explained and discussed in the class sessions. Students may be required to research topics to present to the class on issues related to IHRM and to facilitate discussion among the class.

Class sessions will be interactive with students playing an active role. Students are expected to contribute to discussions and to offer insights into the course material from their personal and professional experience. Career assessments will be used to help students create a workable career plan.

Prerequisites:

Students should have completed a basic course in human resource management.

Examination methods:

Student performance in the course will be assessed with several case studies and other written assignments during the course and a final examination. Master students may be required to prepare and present a short topic to the class. The final examination will consist of multiple choice and short essay questions based on the course content.

Note: This course is comparable to the officially accredited course International Human Resource Management (ECTS: 7) at the Faculty of Economics, University of Ljubljana.