

**(Table 5.2) Course unit description**

Study program: Business economy and management			
Type and level of studies: Master studies (second level)			
<b>Course unit: International Human Resource Management</b>			
<b>Teacher in charge: Marko Slavkovic</b>			
Language of instruction: English			
ECTS: 8			
Prerequisites:			
Semester: <i>Winter Semester</i>			
<b>Course unit objective:</b> The objective of the course is to enable students to acquire basic theoretical and practical knowledge of the importance and role of human resources in organizations operating in the international environment through the conceptual content of the course. Organizations that focus on international business have additional requirements in terms of human resources management due to the great diversification of the workforce, different culturological forms of employees, different legal regulations in the field of labor law that vary from country to country, and other aspects that make each national market unique.			
<b>Learning outcomes of Course unit</b> By studying this subject, students gain knowledge about the nature and importance of international human resources management, as well as the key challenges and problems faced by human resource managers in organizations that have internationalized their business. Students will learn how to: 1) form a corpus of diversified workforce through the process of recruitment and selection of candidates; 2) organize training activities in a diversified internationally oriented organization; 3) design career development programs and perform performance evaluation; 3) they design salary systems; 4) manage labor relations and employee fluctuations in accordance with legal solutions in the local labor market.			
<b>Course unit contents</b> <b>Lectures:</b> <ul style="list-style-type: none"> <li>• strategic aspect of international human resources management;</li> <li>• the influence of environmental factors on the human resources management function;</li> <li>• planning, recruitment and selection of human resources in the international environment;</li> <li>• training, performance assessment and wage system formation;</li> <li>• building a relationship between employer and employees.</li> </ul> <b>Practical teaching:</b> analysis of case studies, presentations, individual research work, interactive team project			
<b>Literature</b> Briscoe, D., Schuler, R., Tarique, I. (2012), International Human Resource Management: Policies and Practices for Multinational Enterprises, NY: Routledge Evans, P., Pucik, V., Bjorkman, I. (2010), The Global Challenge: International Human Resource Management, Irwin McGraw-Hill Dowling, P.J., Festing, M., Engle, A. (2013), International Human Resource Management, London: Thomson			
<b>Number of active teaching hours</b>			<b>Other classes</b>
Lectures 30 (2x15)	Practice 30 (2x15)	Other forms of classes: mentoring Independent work	
<b>Teaching methods:</b> Teaching will be conducted with the active participation of students in discussions, individual and team work. Students will analyze various aspects of international human resources management through independent research, case studies and presentations.			
<b>Examination methods (maximum 100 points)</b>			
<b>Exam prerequisites</b>	<b>No. of points:</b>	<b>Final exam</b>	<b>No. of points:</b>
Student's activity during	10	Oral or written	30

lectures		examination	
practical classes/tests	30		
Seminars/homework	10		
Project	20		
Other			
<b>Grading System</b>			
<b>Grade</b>	<b>Bo. Of Points:</b>		<b>Description</b>
<b>10</b>	<b>91-100</b>		Excellent
<b>9</b>	<b>81-90</b>		Exceptionally good
<b>8</b>	<b>71-80</b>		Very good
<b>7</b>	<b>61-70</b>		Good
<b>6</b>	<b>51-60</b>		Passing
<b>5</b>	<b>0-50</b>		Failing