

FUC - Ficha de Unidade Curricular

Curricular Unit's File

Code	L0543
Name (PT)	Gestão Internacional de Recursos Humanos
Name (EN)	International Human Resources Management
Regime	Semestral
Level	1.º Ciclo
Teaching language	Português , Inglês
School	Escola de Gestão (EG)
Departament	DRHCO
Scientific area	Recursos Humanos (RH)
Responsible academic staff	Francisco Guilherme Serranito Nunes
Pre-requisites	None
Objectives	<p>This unit intends to provide students with appropriate knowledge regarding the specificity of managing human resources in multinational companies and in companies with workforces composed by individuals of different countries.</p> <p>During the semester the students should develop a set of core competencies on the possibilities of implementing human resources policies in international contexts.</p> <p>This unit also intends to develop creative solutions envisaging HR cases in international environments.</p>
Learning outcomes	<p>At the end of this learning unit's term, the student should:</p> <ol style="list-style-type: none"> 1. Identify cultural differences in the European context 2. Describe limitations in multinational management 3. Enunciate recruitment processes in different national contexts 4. Identify career policies to expatriates 5. Identify performance appraisal models fitted to integration of different cultural values 6. Analyze compensation schemes related to their motivational potential to people of different cultural contexts.
Syllabus	<ol style="list-style-type: none"> 1. Culture and globalization Cultural differences between countries Multinational management Mergers and acquisitions European Union perspectives on HRM European Union legal frameworks and industrial relations. 2. Organizations and international management Diversity management Culture and management Recruitment and national contexts Career management and expatriates Performance appraisal and cultural differences Compensation schemes and motivation The integration with the organizational strategy
Assessment	<ul style="list-style-type: none"> - Written Test: 40%. - 1 group assignment with oral presentation: 20%. - 1 group assignment with a public critical discussion: 20%. - Individual assignment: 10%. - Attendance and active participation in classes: 10%. <p>Students under the "Internal regulation for Students with Special Statutes" should contact the Curricular Unit professor or coordinator during the first week of classes of each semester to allow for framing of learning processes and evaluation of the curricular unit.</p>

Teaching methodology	<p>To contribute to the acquisition of these skills will be used the following learning methodologies:</p> <ol style="list-style-type: none"> 1. Expository: the presentation of the theoretical reference frames 2. Participative: analysis and resolution of application exercises 3. Participative: analysis and discussion of case studies, and of support and reading texts 4. Active: the realization of individual and group works 5. Self-study: autonomous work by the student, as is contemplated in the Class Planning.
Demonstration of the syllabus coherence with the curricular unit's objectives	<p>This "demonstration of consistency" stems from the interconnection of the syllabus with learning goals (LG) and is explained as follows:</p> <p>LG1 and LG2: 1. Culture and Globalization LG3, LG4, LG5 and LG6: 2. International Management and organizations.</p>
Demonstration of the coherence between the teaching methodologies and the learning outcomes	<p>The learning-teaching methodologies are aimed at the development of the students' main learning competences that allow to fulfill each of the learning goals, therefore, in the grid below, it is presented the main interlinks between the learning-teaching methodologies and the respective goals.</p> <ol style="list-style-type: none"> 1. Expository, to the presentation of the theoretical reference frames (LG1 and LG2) 2. Participative, with analysis and resolution of application exercises (LG3 and LG4) 3. Participative, with analysis and discussion of case studies, and of support and reading texts (LG5 and LG6) 4. Active, with the realization of individual and group works (LG1 and LG2) 5. Self-study, related with autonomous work by the student, as is contemplated in the Class Planning (Transversal to all the LGs)
Main Bibliography	
Complementary Bibliography	