

Study program: Economics and Business Management			
Type and level of studies: Master studies			
Course unit: International Human Resource Management			
Teacher in charge: Marko S. Slavković			
Language of instruction: English			
ECTS: 7			
Prerequisites:			
Semester: Winter			
<p><b>Course unit objective:</b> The aim of the course is to enable students to acquire theoretical and practical knowledge about the importance and role of human resources in organizations operating in an international environment. Organizations focused on international business have an additional requirement in terms of human resource management due to the great diversification of the workforce, different cultural patterns of employees, different labor law regulations that differ from country to country and other aspects that make each national market unique. In the realization of the goal of education, special attention will be focused on expatriates, key human resource management activities in the global context, as well as the specifics of talent management in multinational companies.</p>			
<p><b>Learning outcomes of Course unit</b> By studying this course, students gain knowledge about the nature and importance of international human resource management, as well as the key challenges and problems faced by human resources managers in organizations that have internationalized their business. Students will acquire the following knowledge: 1) how a corpus of diversified workforce can be formed through the process of recruiting and selecting candidates; 2) organization of training activities in a diversified internationally oriented organization; 3) how to manage talent in a global environment; 4) designing the salary system; 5) manage labor relations and employee turnover in accordance with legal solutions on the local labor market.</p>			
<p><b>Course unit contents</b> <b>Lectures:</b></p> <ul style="list-style-type: none"> <li>• Strategic aspect of international human resource management;</li> <li>• The impact of various environmental factors on the function of human resource management in international business;</li> <li>• Planning, recruiting and selection of human resources in an international environment;</li> <li>• Managing workforce diversification;</li> <li>• Talent management in multinational companies.</li> </ul> <p><b>Practical teaching:</b> case studies method, presentations, team project.</p>			
<p><b>Literature</b> Reiche, B.S., Harzing, A-W. &amp; Tenzer, H. (2019). <i>International Human Resource Management</i>. London: SAGE Publications.</p>			
<b>Number of active teaching hours</b>			<b>Other classes</b>
Lectures: 3	Practice: 2	Other forms of classes	
<p><b>Teaching methods:</b> Professor's lectures, individual and group discussions, case studies, team work.</p>			
<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 lectures	10	30	
practical classes/tests	30		
Seminars/homework	10		
Project	20		
Other			
Grading system			
Grade	No. of points	Description	
10	91-100	Excellent	
9	81-90	Exceptionally good	
8	71-80	Very good	
7	61-70	Good	
6	51-60	Passing	
5	0-50	Failing	