

MANA 7346 -- Global Human Resource Management

GLOBAL HRM - Summer Session 2, 2020

Room: Melcher Hall
Professor: Dr. Steve Werner
Office: 315G Melcher Hall
Room: Orientation in the Executive Board room, MH 3rd floor, April 3rd.
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Office Hours: By appointment.

COURSE OBJECTIVE

The main purpose of this course is to introduce students to the important issues of Global Human Resource Management. We will look at Global HRM in two ways. First, how HRM in other countries differs from HRM in the United States, and second how human resource management of multi-national organizations differs from domestic organizations. We will study topics including global pay, global selection, global labor relations, and global HRM strategy. Students will experience global HRM first hand with a trip to Berlin, Germany.

ACCOMMODATIONS FOR STUDENTS WITH DISABILITIES

The Center for Students with Disabilities provides a wide variety of academic support services to all currently-enrolled UH students who have any type of mental or physical disability of either a temporary or permanent nature. These services include assistance with course accommodations, adaptive equipment, individualized exam administration, taped textbooks, wheelchair repair, library needs, registration, handicapped parking, accessible housing and transportation, as well as many other needs. If you feel you may need assistance of this nature, you should call the Center at 743-5400. In addition, you should let me know about any special needs as soon as possible.

ACADEMIC HONESTY POLICY

The Bauer College of Business is proud of the high quality of our students and our academic programs. We recognize the importance of academic honesty in maintaining our high standards. In the rare situation where there may be a breach of academic honesty, we would appreciate your assistance in bringing the situation to our attention. We will, of course, take appropriate action in all cases. If you have questions about the Academic Honesty Policy, it is included in the Student Handbook. The staff of the Dean of Students Office are also available to answer questions.

COURSE EVALUATIONS

The Bauer College of Business has a policy that requires all of its instructors to be evaluated by their students. The results of these evaluations are important to provide feedback to instructors on how their performance can be improved. In addition, these evaluations are carefully considered in promotion, salary adjustment, and other important decisions. We openly encourage students to provide feedback to the instructors and the Bauer College of Business through the evaluation process.

UH CAPS

Counseling and Psychological Services (CAPS) can help students who are having difficulties managing stress, adjusting to college, or feeling sad and hopeless. You can reach CAPS (www.uh.edu/caps<<http://www.uh.edu/caps>>) by calling 713-743-5454 during and after business hours for routine appointments or if you or someone you know is in crisis. No appointment is necessary for the "Let's Talk" program (http://www.uh.edu/caps/outreach/lets_talk.html), a drop-in consultation service at convenient locations and hours around campus.

CLASSROOM AND TRIP CIVILITY

As students enrolled in courses offered by the Bauer College, you are expected to adhere to the ethical principles described in the Bauer Code of Ethics and Professional Conduct (Bauer Code), in addition to those required by the UH Student Handbook. You may review the Bauer Code by clicking on the following link - <http://www.bauer.uh.edu/BCBE/BauerCode.htm>. You may obtain a copy of the UH Student Handbook from the Dean of Students Office located in room 252 of the University Center, or by visiting the publications webpage on the Dean of Student's website at <http://www.uh.edu/dos/pub.html>. Students are expected to conduct themselves as follows:

- **Timely arrivals and departures** – It is expected that you arrive on time and be prepared to depart on any excursions on time. Further, it is expected that you be at the designated meeting place to return to the hotel on time.
- **Attention during lectures and visits** – It is expected that you participate and provide your full attention during tours, lectures and company visits. This means that you should avoid unnecessary discussions with fellow students; taking photographs, read newspapers or magazines; or other activities that may be disruptive. You should also make sure that you get enough sleep the previous evening, so that your attention is not impaired during program activities.
- **Unauthorized use of cell phones or beepers during trip activities** – Please turn your cell phones and beepers off before coming to any course activities. If you find it necessary to keep your phone turned on, please put it on vibrate mode.
- **Respect for hosts, guest lecturers, other students, and other hotel guests** – Students should treat hosts, guest lecturers, other students, and other hotel guests in a respectful manner.
- **Preparation for class** – You are expected to prepare for the trip by completing all assignments and researching each organization visited. Your preparation will show by the quality of your questions and comments.
- **Harassment** – Making harassing or obscene comments or gestures to other students, faculty, guest lecturers, or hosts will not be tolerated. This includes sending harassing or obscene email or voice messages to others.

TEXT**Required:**

Tarique, I., Briscoe, D., & Schuler, R. 2016. *International Human Resource Management, 5th Edition*. New York, NY: Routledge Publishing.

You are also required to read (before the trip to Berlin) the country studies available from the following sources:

<http://www.state.gov/r/pa/ei/bgn/3997.htm> (U.S. State Dept. country study)

<https://www.cia.gov/library/publications/the-world-factbook/geos/gm.html>(CIA World fact book)

<http://www.amcham.de/international-business/access-germany/living-and-working.html>
(American Chamber of Commerce in Germany website)

Blackboard Learn

Blackboard Learn will be used in this class as a course management tool. Specific options for this class are described below. To access Blackboard Learn, please obtain a Cougernet ID and login at: <http://www.uh.edu/blackboard>. If you have questions about Blackboard or need technical assistance, you can click on the “get help” link on the Blackboard website, call the help-line at 713-743-1411 (M-F 8am-8pm), or visit the IT Support Center in room 56 of the library (M-F 8am-8pm). Contact me for any course-related questions.

- **Discussion Board**
The discussion board tool will be used for weekly discussions on topics from the required readings.
- **E-Mail**
Use the e-mail option to e-mail me or your classmates within Blackboard Vista. Outside e-mail addresses are not needed. Simply select your recipient(s) using the “Browse” function.
- **Grades**
Use this tool to access your grades for this class including assignments, presentations, and the final course grade.
- **Group Presentations**
This tool will be used by groups to share files and create PowerPoint presentations. These presentations will be available under this icon for viewing by the class.

DETERMINANTS OF THE TERM GRADE

PERCENTAGES

Pre-trip questions	= 10%
Post-trip answers to questions	= 10%
Group power point presentation	= 20%
Contribution	
On Trip	= 50%
On Web discussions	= 10%
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Total	= 100%

POINTS

Point values are as follows:

Pre-trip Questions.....	10 points
Post-trip answers.....	10 points
Group Power point Presentation.....	20 points
Trip Participation.....	50 points
On-Line Participation.....	10 points
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Total.....	100 points

GRADES

Grades will be based on the following point totals:

A	93.0 - 100.0 points
A-.....	90.0 - 92.9 points
B+.....	87.0 - 89.9 points
B	83.0 - 86.9 points
B-.....	80.0 - 82.9 points
C+.....	77.0 - 79.9 points
C	73.0 - 76.9 points
C-.....	70.0 - 72.9 points
D+.....	67.0 - 69.9 points
D	63.0 - 66.9 points
D-.....	60.0 - 62.9 points
F	00.0 - 59.9 points

PARTICIPATION

The Berlin trip is a vital part of this course. Students are expected to positively represent the University of Houston, act professionally, abide all the laws of the country being visited, participate in all excursions and seminars (unless they are deemed optional), and to attend all classes. Violating the Bauer Code, delaying the group, being disruptive, missing activities, being non-responsive, drinking alcohol during program activities, and bringing along guests are examples of behaviors that will negatively affect the contribution grade. Students' behaviors on the Berlin trip counts 50 points. Blackboard discussion contribution counts 10 points. The Blackboard discussion will be based on the week's readings as specified on the schedule below. Blackboard discussion contribution points will be based on the quality and quantity of each student's postings, as well as the quantity of postings each student has read. High quality postings will be more than just opinions; they will include references and links to material that supports the opinions. Students are expected to contribute two quality posts per week, for a minimum total of 10 quality posts. To get full credit, students are expected to read at least 90% of the posts.

GROUP PRESENTATIONS

Four presentation groups will be randomly formed on Blackboard. Each group will create a PowerPoint presentation to be posted on Blackboard. The PowerPoint presentation topic is specified below in the schedule. Because the topic is related to the readings, the presentation group is also responsible for coming up with three discussion questions. These discussion questions will drive the webct discussions for the week. The presentations are worth 20 points each, with each group member getting the same number of points. The PowerPoint presentation should consist of at least 25 slides. An "A" presentation will 1) follow the above requirements, 2) be consistent across slides, 3) be free of typos, grammar, and punctuation errors, 4) be well-referenced (sources of the material should be specified in the presentation), 5) be well-organized (with agenda and summary slides), 6) be well-written, 7) thoroughly cover the topic, 8) look visually appealing and 9) include thoughtful discussion questions.

PRE-TRIP QUESTIONS

During orientation, students will be given the name of three companies we will be visiting in Berlin. Each student should research these companies and for each of the three provide me with 1) a one paragraph summary of the company; and 2) three questions that would be appropriate to ask a company representative. The questions should show considerable thought, a basic knowledge of the company, and be related to human resource management or legal issues. **Questions that can be answered in one word (or a short sentence), questions that are not HR or global strategy related, and questions that might be embarrassing to company employees are not appropriate.** In such cases, students may be asked to submit new questions so that they can still get full credit for the next assignment (post-trip answers). These 3 paragraphs and 9 questions are due by 5:00pm, Monday, May 4th, and should be emailed to me (swerner@uh.edu) in word format. The questions are worth 10 points, with 1 point off for every day late.

POST-TRIP ANSWERS

Students should seek the answers to their questions during our Berlin trip. The questions should be thoroughly answered. If you can not find the answer to your specific questions from company representatives, research the issue and answer it for German companies in general. The nine questions and their answers in word format should be turned in on Blackboard (assignments) by 5:00pm, June 15th. The answers are worth 10 points, with 1 point off for every day late.

ASSIGNMENT SCHEDULE

<u>Date</u>	<u>Topic</u>	<u>Readings</u>
April 4 th 6pm-10pm	Mandatory Orientation of the Berlin Trip	
May 4 th	PRE-TRIP QUESTIONS Due by 5:00pm.	
May 10 th - May 16 th	TRIP TO BERLIN	
June 1 st	Strategic International HRM	Briscoe, Chapters 1-4
June 8 th	Presentation topic: The Business Environment of the E.U. To be posted by Group 1 by 5:00pm.	
June 15 th	Culture & Staffing Presentation topic: Labor Laws of the E.U. To be posted by Group 2 by 5:00pm. PRE-TRIP ANSWERS Due by 5:00pm.	Briscoe, Chapters 5,6,8,9
June 22 nd	Training and Global Compensation Presentation topic: Compensation & Benefits in the E.U. To be posted by Group 3 by 5:00pm.	Briscoe, Chapters 10-11
June 26 th	Performance Management & Safety Presentation topic: Health and Safety in the E.U. To be posted by Group 4 by 5:00pm.	Briscoe, Chapters 12-13
June 29 th	Last day of webct discussions. Discussion Board closes at 10am.	

The schedule is tentative and may change due to situational factors.