1. **Title of the module**

BUSJ9350 (CB935) Organisational Behaviour and HRM: A Global Perspective

1. **Division or partner institution which will be responsible for management of the module**

Kent Business School

1. **The level of the module (Level 4, Level 5, Level 6 or Level 7)**

Level 7

1. **The number of credits and the ECTS value which the module represents**

15 credits (7.5 ECTS)

1. **Which term(s) the module is to be taught in (or other teaching pattern)**

Spring

1. **Prerequisite and co-requisite modules**

None

1. **The courses of study to which the module contributes**

MSc International Business and Management; MSc Finance and Management

1. **The intended subject specific learning outcomes.  
   On successfully completing the module students will be able to:**

8.1 Demonstrate a comprehensive understanding of organisational processes relevant for their employment in a variety of work settings internationally.

8.2 Critically analyse key aspects of organisational behaviour and human resource management in different business, corporate and international settings.

8.3 Demonstrate a critical understanding of the key concepts, theories, policies and procedures that are commonly used by organisations worldwide in managing human resources.

8.4 Demonstrate a critical understanding of the link between HRM strategies and policies and the broader issues of organisational performance and the business environment in different organisational settings.

8.5 Demonstrate in-depth knowledge that the management of people is a function and task of all managers, not only personnel specialists.

8.6 Critically assess current issues in organisational behaviour and human resource management globally.

1. **The intended generic learning outcomes.  
   On successfully completing the module students will be able to:**

9.1 Communicate effectively to a variety of audiences and/or using a variety of methods

9.2 Undertake in-depth research into sources of academic data (journals, on-line databases etc.).

9.3 Critically engage with academic and practitioner literature.

9.4 Critically analyse case studies.

1. **A synopsis of the curriculum**

This module provides an insight into the key concepts and theories of human resource management and organisational behaviour in an international context. It aims to equip students with the skills and knowledge for gaining an in-depth understanding of the links between HRM practices and organisational performance and the factors at play when managing employees globally.

Indicative topics are:

* Strategic management and International HRM
* Diversity and Equal Opportunity in the Workplace
* Gender in International Business and Management
* Managing a Global Workforce
* Organisational Culture Reward Management: International comparisons
* Expatriate Assignments and Adjustment Process
* Globalisation and HRM
* International Compensation

1. **Reading list (Indicative list, current at time of publication. Reading lists will be published annually)**

Robbins & Judge (2019): Organizational Behavior, Global Edition, 18 E, ISBN – 9781292259239

Reiche, Harzing, and Tenzer (2019): International Human Resource Management, 5th Edition, ISBN - 9781526426970

Eden, L., & Gupta, S. F. (2017). Culture and context matter: gender in international business and management. *Cross Cultural & Strategic Management*.

1. **Learning and teaching methods**

Total contact hours: 24

Private study hours: 126

Total study hours: 150

1. **Assessment methods**
   1. Main assessment methods

Individual essay - 3000 words (80%)

Group Presentation (20 %)

13.2 Reassessment methods

Reassessment Instrument: 100% coursework.

1. **Map of module learning outcomes (sections 8 & 9) to learning and teaching methods (section12) and methods of assessment (section 13)**

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| **Module learning outcome** | *8.1* | *8.2* | *8.3* | *8.4* | *8.5* | *8.6* | *9.1* | *9.2* | *9.3* | *9.4* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |  |  |
| Private Study | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| Lectures | **x** | **x** | **x** |  | **x** |  |  |  | **x** | **x** |
| Seminars | **x** | **x** | **x** | **x** | **x** | **x** | **x** |  | **x** | **x** |
| **Assessment method** |  |  |  |  |  |  |  |  |  |  |
| Essay | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| Group presentation |  |  | **x** | **x** |  | **x** | **x** | **x** | **x** | **x** |

1. **Inclusive module design**

The Division recognises and has embedded the expectations of current equality legislation, by ensuring that the module is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services.

The inclusive practices in the guidance (see Annex B Appendix A) have been considered in order to support all students in the following areas:

a) Accessible resources and curriculum

b) Learning, teaching and assessment methods

1. **Campus(es) or centre(s) where module will be delivered**

Canterbury

1. **Internationalisation**

The module will adopt a global perspective, as evidenced by the recommended reading. This will mean the consideration of international case studies and evidence.

**DIVISIONAL USE ONLY**

**Revision record – all revisions must be recorded in the grid and full details of the change retained in the appropriate committee records.**

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| --- | --- | --- | --- | --- |
| Date approved | Major/minor revision | Start date of delivery of revised version | Section revised | Impacts PLOs (Q6&7 cover sheet) |
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