



**FLORIDA
ATLANTIC
UNIVERSITY**

**COURSE CHANGE REQUEST
Undergraduate Programs**

Department Management Programs
College Business

UUPC Approval 1/29/24
UFS Approval _____
SCNS Submittal _____
Confirmed _____
Banner Posted _____
Catalog _____

**Current Course
Prefix and Number** MAN 4610

Current Course Title
Managing Human Resources Globally

Syllabus must be attached for ANY changes to current course details. See Template. Please consult and list departments that may be affected by the changes; attach documentation.

Change title to:
Global Human Resource Management

Change prefix
From: _____ To: _____

Change course number
From: _____ To: _____

Change credits*
From: _____ To: _____

Change grading
From: _____ To: _____

Change WAC/Gordon Rule status**
Add Remove

Change General Education Requirements***
Add Remove

*See Definition of a Credit Hour.
**WAC/Gordon Rule criteria must be indicated in syllabus and approval attached to this form. See WAC Guidelines.
***GE criteria must be indicated in syllabus and approval attached to this form. See Intellectual Foundations Guidelines.

Change description to:
The class builds on the concepts presented in MAN 3600, with a specific focus on human resource management in multinational enterprises. Students will be prepared to support the human resource activities including selection, training and development, and compensation of global assignees.

Change prerequisites/minimum grades to:

Change corequisites to:

Change registration controls to:

Please list existing and new pre/corequisites, specify AND or OR and include minimum passing grade (default is D-).

**Effective Term/Year
for Changes:** 2024-2025

**Terminate course? Effective Term/Year
for Termination:**

Faculty Contact/Email/Phone Donna Cooke cooke@fau.edu

Approved by

Department Chair Ethlyn Williams

College Curriculum Chair Julie Mayo

College Dean David Kuhn

UUPC Chair Korey Sorge

Undergraduate Studies Dean Dan Meerhoff

UFS President _____

Provost _____

Date

1/4/2024

1-4-2025

1/10/24

1/29/24

1/29/24

Email this form and syllabus to mjenning@fau.edu seven business days before the UUPC meeting.



FLORIDA ATLANTIC UNIVERSITY

MAN 4610

Global Human Resource Management

Monday 6:30 PM - 9:20 PM

Building: Davie West **Room:** 107

3 Credit(s)

Term 20xx

Instructor Information

Donna Cooke

Email: cooke@fau.edu

Office: LA 466

Office Hours: virtual, by appointment

Phone:

Course Description

Global Human Resource Management

Prerequisite: MAN 3025

The class builds on the concepts presented in MAN 3600, with a specific focus on human resource management in multinational enterprises. Students will be prepared to support the human resource activities including selection, training and development, and compensation of global assignees.

Prerequisites/Corequisites

Prerequisite(s): The following course:

- MAN 3025 Graduate / Undergraduate (Minimum Grade of C)

Instructional Method

In-Person w/Live Remote Option

In-person class. Instructor will live stream the class for remote synchronous attendance. In-person attendance not required.

Required Texts/Materials

International Human Resource Management

ISBN: 9781473719026

Publisher: Cengage Learning

Edition: 7th

Course Objectives/Student Learning Outcomes

Students will learn about human resource management (HRM) in the multinational context. We examine the effects of the internationalization process on HRM.

At the end of the course, students should be able to:

1. Describe the cultural and organizational contexts of global HRM.
2. Explain the impacts of M&As and IJVs on HR.
3. Differentiate between the types of international assignments and know some HR success factors and considerations.
4. Understand compensation approaches and practices for international assignees and host-country locals
5. Discuss some future challenges facing global HR such as ethics, and safety, health, and security risks.

Faculty Rights and Responsibilities

Florida Atlantic University respects the rights of instructors to teach and students to learn. Maintenance of these rights requires classroom conditions that do not impede their exercise. To ensure these rights, faculty members have the prerogative to:

- Establish and implement academic standards.
- Establish and enforce reasonable behavior standards in each class.
- Recommend disciplinary action for students whose behavior may be judged as disruptive under the Student Code of Conduct [University Regulation 4.007](#).

Disability Policy

In compliance with the Americans with Disabilities Act Amendments Act (ADAAA), students who require reasonable accommodations due to a disability to properly execute coursework must register with Student Accessibility Services (SAS) and follow all SAS procedures. SAS has offices across three of FAU's campuses – Boca Raton, Davie and Jupiter – however disability services are available for students on all campuses. For more information, please visit the SAS website at www.fau.edu/sas/.

Course Evaluation Method

Your course grade is a function of the following:

3 Exams..... 60
 Cases, exercises.....40 (16 group, 24 individual)

The three exams cover the chapters noted. Exams are timed and open book. You must study. If you do not and try to find the answers for too many questions during the exam, you will run out of time. Exams are to be taken independently without human assistance. Exams 1 and 2 are to be taken outside of class time. Exam 3 is to be taken during the last class meeting. Violations of this policy are an academic integrity issue. I enforce this.

Cases and exercises are prepared in groups of four to five students. The purpose of these assignments is for you to consider the information in an applied context. You are to answer the questions and submit them in Canvas. You are graded on the overall group effort and your individual effort. For the group activities, everyone is required to contribute on every assignment. DO NOT take turns doing the work.

Code of Academic Integrity

Students at Florida Atlantic University are expected to maintain the highest ethical standards. Academic dishonesty is considered a serious breach of these ethical standards, because it interferes with the university mission to provide a high quality education in which no student enjoys an unfair advantage over any other. Academic dishonesty is also destructive of the university community, which is grounded in a system of mutual trust and places high value on personal integrity and individual

responsibility. Harsh penalties are associated with academic dishonesty. For more information, see [University Regulation 4.001](#).

Attendance Policy Statement

Students are expected to attend all their scheduled University classes and to satisfy all academic objectives as outlined by the instructor. The effect of absences upon grades is determined by the instructor, and the University reserves the right to deal at any time with individual cases of non-attendance. Students are responsible for arranging to make up work missed because of legitimate class absence, such as illness, family emergencies, military obligation, court-imposed legal obligations, or participation in University-approved activities. Examples of University-approved reasons for absences include participating on an athletic or scholastic team, musical and theatrical performances, and debate activities. It is the student's responsibility to give the instructor notice prior to any anticipated absences and within a reasonable amount of time after an unanticipated absence, ordinarily by the next scheduled class meeting. Instructors must allow each student who is absent for a University-approved reason the opportunity to make up work missed without any reduction in the student's final course grade as a direct result of such absence.

This course is offered in a compact format. Multiple absences can affect your grade.

Religious Accommodation Policy Statement

In accordance with the rules of the Florida Board of Education and Florida law, students have the right to reasonable accommodations from the University in order to observe religious practices and beliefs regarding admissions, registration, class attendance, and the scheduling of examinations and work assignments. University Regulation 2.007, Religious Observances, sets forth this policy for FAU and may be accessed on the FAU website at www.fau.edu/regulations.

Any student who feels aggrieved regarding religious accommodations may present a grievance to the executive director of The Office of Civil Rights and Title IX. Any such grievances will follow Florida Atlantic University's established grievance procedure regarding alleged discrimination.

Time Commitment Per Credit Hour

For traditionally delivered courses, not less than one (1) hour of classroom or direct faculty instruction each week for fifteen (15) weeks per Fall or Spring semester, and a minimum of two (2) hours of out-of-class student work for each credit hour. Equivalent time and effort are required for Summer Semesters, which usually have a shortened timeframe. Fully Online courses, hybrid, shortened, intensive format courses, and other non-traditional modes of delivery will demonstrate equivalent time and effort.

Course Grading Scale

Letter Grade	Letter Grade
A	94 - 100%
A-	90 - 93%
B+	87 - 89%
B	83 - 86%
B-	80 - 82%
C+	77 - 79%
C	73 - 76%
C-	70 - 72%
D+	67 - 69%
D	63 - 66%
D-	60 - 62%
F	Below 60

Grade Appeal Process

You may request a review of the final course grade when you believe that one of the following conditions apply:

- There was a computational or recording error in the grading.
- The grading process used non-academic criteria.
- There was a gross violation of the instructor's own grading system.

[University Regulation 4.002](#) of the University Regulations contains information on the grade appeals process

Policy on Make-up Tests, Late work, and Incompletes

Students are expected to attend all of their scheduled University classes and to satisfy all academic objectives as outlined by the instructor. The effect of absences upon grades is determined by the instructor, and the University reserves the right to deal at any time with individual cases of non-attendance. Students are responsible for arranging to make up work missed because of legitimate class absence, such as illness, family emergencies, military obligation, court-imposed legal obligations or participation in University-approved activities.

Examples of University-approved reasons for absences include participating on an athletic or

scholastic team, musical and theatrical performances and debate activities. It is the student's responsibility to give the instructor notice prior to any anticipated absences and within a reasonable amount of time after an unanticipated absence, ordinarily by the next scheduled class meeting. Instructors must allow each student who is absent for a University-approved reason the opportunity to make up work missed without any reduction in the student's final course grade as a direct result of such absence.

Absences due to family or weather-related emergencies will be handled on a case-by-case basis. I require proof in the form of documentation. I need dates and times but not details of medical issues etc.

I must be informed of planned absences prior to the absence for any consideration.

Outside of these exceptions, I will not accept late work. The course is on a compact schedule and late work is disruptive to the schedule.

Policy on the Recording of Lectures

Students enrolled in this course may record video or audio of class lectures for their own personal educational use. A class lecture is defined as a formal or methodical oral presentation as part of a university course intended to present information or teach students about a particular subject. Recording class activities other than class lectures, including but not limited to student presentations (whether individually or as part of a group), class discussion (except when incidental to and incorporated within a class lecture), labs, clinical presentations such as patient history, academic exercises involving student participation, test or examination administrations, field trips, and private conversations between students in the class or between a student and the lecturer, is prohibited. Recordings may not be used as a substitute for class participation or class attendance and may not be published or shared without the written consent of the faculty member. Failure to adhere to these requirements may constitute a violation of the University's Student Code of Conduct and/or the Code of Academic Integrity.

Counseling and Psychological Services (CAPS) Center

Life as a university student can be challenging physically, mentally and emotionally. Students who find stress negatively affecting their ability to achieve academic or personal goals may wish to consider utilizing FAU's Counseling and Psychological Services (CAPS) Center. CAPS provides FAU students a range of services – individual counseling, support meetings, and psychiatric services, to name a few – offered to help improve and maintain emotional well-being. For more information, go to <http://www.fau.edu/counseling/>

Student Support Services and Online Resources

- ♦ [CenterforLearningand StudentSuccess\(CLASS\)](#)
- ♦ [Counselingand PsychologicalServices\(CAPS\) FAU](#)
- ♦ [Libraries](#)
- ♦ [MathLearningCenter OfficeofInformationTechnology](#)
- ♦ [Helpdesk OfficeofInternationalProgramsand Study](#)
- ♦ [Abroad OfficeofUndergraduateResearchand Inquiry](#)
- ♦ [\(OURI\) ScienceLearningCenter](#)
- ♦ [SpeakingCenter StudentAccessibility](#)
- ♦ [Services StudentAthleteSuccessCenter](#)
- ♦ [\(SASC\) Testingand Certification](#)
- ♦ [TestPreparation](#)
- ♦ [UniversityAcademicAdvisingServices](#)
- ♦ [UniversityCenterforExcellenceinWriting\(UCEW\)](#)
- ♦ [WritingAcrossthe Curriculum\(WAC\)](#)

Course Topical Outline

Course Schedule

Date	Topic	Readings, Assignments (Ind=Individual, Gr=Group)
Oct 16	Introduction, welcome, orientation. Introduction to IHRM The cultural context of IHRM	Syllabus, Ch. 1. Ch. 2 Ind: Chapter 1,2 questions (2,5) Fill out Google Sheets (1).
Oct 23	The organizational context	Ch. 3 Ind: Chapter 3 questions (3)
Oct 30	Cross border M&A, IJV	Ch. 4 Exam 1 (18) Chap. 1-3
Nov 6	Staffing, recruiting, selection International performance management	Ch. 5 Ch. 6

		Ind: Chapter 4,5 questions (6), Gr: Case 2 pp. 293-294 (3)
Nov 13	T&D, careers, talent	Ch. 7 Gr: Case 9 pp. 340-344 (4). Exam 2 (18) Chap 4-6
Nov 20	International compensation	Ch. 8 Gr: Case Expat in Switzerland (4)
Nov 27	Industrial relations, global institutions Ethics, Trends, and challenges	Ch. 9 Ch. 10 Gr: Case 6 pp. 318-323 (5) Ind: EEO and benefits abroad (7)
Dec 4	Reading Day, no class	
Dec 11	Final starts at 6:30 pm	Exam 3 (24) Chap 7-10