



COURSE UNIT (MODULE) DESCRIPTION

Course unit (module) title	Code
International Human Resource Management	

Lecturer(s)	Department(s) where the course unit (module) is delivered
Coordinator: Prof. Mindaugas Laužikas	VU Faculty of Economics and Business Administration
Other(s):	

Study cycle	Type of the course unit (module)
2	Compulsory

Mode of delivery	Period when the course unit (module) is delivered	Language(s) of instruction
Lectures (contact hours)	Spring Semester	English

Requirements for students	
Prerequisites: -	Additional requirements (if any): -

Course (module) volume in credits	Total student's workload	Contact hours	Self-study hours
5	130	24	106

Purpose of the course unit (module): programme competences to be developed

The purpose of this course is to present the main concepts, principles, theories, functions and models related to human resource management. It is intended to cover both theoretical and practical human resource management aspects while paying a special attention to innovative human resource management techniques, oriented to all stakeholders, competitive advantages of organizations as well as the rapidly changing context of management. The human resource management is interpreted in the context of project management, talent development, creative leadership, and business intelligence.

Learning outcomes of the course unit (module)	Teaching and learning methods	Assessment methods
<p>Will get a systemic understanding of human resource management concepts, theories, principles, development trends, phases, and models; will be able to ingeniously analyse human resource management cases</p> <p>It corresponds to the following study program competences: 1, 2, 3, 5, 7</p> <p>It refers to the following learning outcomes: 1.1., 1.2., 2.1., 2.2., 3.1., 3.2, 5.1., 5.2., 7.1.</p>	<p>Theoretical lectures Statistical data interpretation Cases</p> <p>It is intended to explain the differences between traditional personnel management and strategic human resource management; to identify factors of successful international human resource management.</p>	<p>Professor's and other colleagues' feedback</p>
<p>The graduates will be able to construct and apply conceptual and methodological models, related to human resource management, particularly in the context of innovation processes and knowledge economy</p> <p>It corresponds to the following study program</p>	<p>Cases Games</p>	<p>Professor's and other colleagues' feedback</p>

competences: 1, 2, 3, 4, 7 It refers to the following learning outcomes: 1.1., 1.2., 2.1., 2.2., 3.1., 3.2, 4.3., 4.5., 4.6., 7.2., 7.4.		
Will be able to improve organizational structures, financial indicators, employee efficiency as well as the value-added of innovations It corresponds to the following study program competences: 4, 5, 6, 7 It refers to the following learning outcomes: 4.3., 4.4., 4.5., 4.6., 5.1., 5.2, 5.3., 5.5., 6.2., 6.3., 6.4., 7.2., 7.3., 7.4.	Seminars Cases	Business intelligence-based group projects: the evaluation of group projects and individual reflection

Content: breakdown of the topics	Contact hours							Self-study work: time and assignments		
	Lectures	Tutorials	Seminars	Exercises	Laboratory work	Internship/work placement	E-learning	Contact hours	Self-study hours	Assignments
Human resource management concepts, principles, development trends	4							4	21	Lectures and seminars to tackle terms, principles and trends related to this course PPT presentation, statistical data analysis
Human resource management theories and models; innovation and human resource strategies and policies	4							4	21	Discussing in groups on various examples of human resource strategies in companies PPT presentation, role plays, cases
International human resource management dimensions	6							6	21	The lectured are centred around international human resource management dimensions and comparisons among countries PPT presentation, cases
Creativity, talents and innovation management: individuals, teams and organizations; intrapreneurship versus entrepreneurship	4							4	21	Videos and discussions in groups PPT presentation, videos, role plays, games, cases
Strategic human resource management, monitoring, human resources management in the EU projects; efficiency and financial	6							6	22	During the seminar professor demonstrates various financial measurement and

analysis of human resource management in projects										analysis methods of employees' performance
										PPT presentation, cases
...										
									24	106
Total										

Assessment strategy	Weight, %	Deadline	Assessment criteria
Business Intelligence-based Group project	50%	Mid-term	Innovativeness, precision, completion, logical argumentation an analytical thinking
Scientific analysis-based group project	50%	Should be sent to Professor not later than 1 week after the last lecture	Logical argumentation, critical thinking, application of knowledge in HR management

Author	Year of publication	Title	Issue of a periodical or volume of a publication	Publishing place and house or web link
Compulsory reading				
David J. Hughes, Allan Lee, Amy Wei Tian, Alexander Newman, Alison Legood	2018	Leadership, creativity, and innovation: A critical review and practical recommendations	in Leadership Quarterly June 2018	DOI: 10.1016/j.leaqua.2018.03.001
Parker, G.G.; Van Alstyne, M.; Choudray, S.P.	2015	Platform Revolution.	How Networked Markets are Transforming the Economy and How to Make them Work for You	New York / London
Porter, M.E.; Kramer, M.R.	2011	Creating Shared Value	in HBR, Jan/Feb 2011	http://www.nuovavista.com/SharedValuePorterHarvardBusinessReview.PDF
Haaker, T., H. Bouwman, W. Janssen, & M de Reuver	2017	Business model stress testing: a practical approach to test the robustness of a business mode	Vol 89, pp. 14-25	Futures
Optional reading				
Marcus Adam	2018	The Role of Human Resource Management (HRM) for the Implementation of Sustainable Product-Service Systems (PSS)—An Analysis of Fashion Retailers	10(7):2518	In Sustainability; DOI: 10.3390/su10072518
Heikkilä, M., H. Bouwman, J. Heikkilä, S. Solaimani &	2016.	Business Model Metrics: an open repository.	14(2): 337-366	Information Systems and e-Business Management

W. Janssen				
Bocken, N., Short, S., Rana, P., Evans, S.	2014	A literature and practice review to develop sustainable business model archetypes	65, 42-56.	Journal of cleaner Production
De Reuver, M., H. Bouwman & T. Haaker	2013	Business model roadmapping: A practical approach to come from an existing to a desired business model	Vol. 17, no. 1, pp. 1-18	International Journal of Innovation Management
Boons, F., Montalvo, C., Quist, J., Wagner, M.	2013	Sustainable innovation, business models and economic performance: an overview	45, 1-8.	Journal of Cleaner Production