Tasmanian School of Business & Economics (TSBE) (School)
College of Business and Economics (College)

BMA777
INTERNATIONAL HUMAN RESOURCE MANAGEMENT
12.50 Credit points

Semester 1, 2019
Unit Outline

Farveh Farivar
CONTACT DETAILS

Unit coordinator

Unit coordinator: Dr Farveh Farivar
Campus: Sandy Bay
Email: farveh.farivar@utas.edu.au
Phone: (03) 62262077
Room location and number: Room 426, 4th floor, Centenary building
Consultation hours: By Appointment
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WHAT IS THE UNIT ABOUT?

Unit description
This unit explores the impact of the global environment on the management of human resources. The unit explains the process of expatriation and repatriation in multinational corporations; analyses problematic issues associated with the recruitment, development, performance management, and remuneration of expatriates; and finally examines the impact of cultural and legal differences in a multinational setting on human resource policies and practices.

You will gain a solid theoretical, conceptual, and practical understanding of the core HRM functions relevant to contemporary international corporations. In classroom settings, you will analyse and discuss how the theory can be applied in real-life case study examples. This format provides you with opportunities to analyse HR problems in the workplace and generate potential solutions while also developing your research and academic writing skills.

Intended Learning Outcomes
On completion of this unit, you will be able to:
1. Examine the impact of political, organisational, and cultural factors on human resource management in international corporations.
2. Effectively explain how operation in a multinational environment influence on human resource practices.
3. Perform independently or collaboratively to analyse the key elements and problematic issues associated with the expatriation and repatriation in international corporations and provide recommendations.
Graduate Quality Statement

Successful completion of this unit supports your development of course learning outcomes, which describe what a graduate of a course knows, understands and is able to do. Course learning outcomes are available from the Course Coordinator. Course learning outcomes are developed with reference to national discipline standards, Australian Qualifications Framework (AQF), any professional accreditation requirements and the University of Tasmania’s Graduate Statement.

The University of Tasmania experience unlocks the potential of individuals. Our graduates are equipped and inspired to shape and respond to the opportunities and challenges of the future as accomplished communicators, highly regarded professionals and culturally competent citizens in local, national, and global society. University of Tasmania graduates acquire subject and multidisciplinary knowledge and skills, and develop critical and creative literacies and numeracies and skills of inquiry. They demonstrate the ability to apply this knowledge in changing circumstances. Our graduates recognise and critically evaluate issues of social responsibility, ethical conduct and sustainability, are entrepreneurial and creative, and are mindful of their own wellbeing and that of the community. Through respect for diversity and by working in collaborative ways, our graduates reflect the values of the University of Tasmania.

Alterations to the unit as a result of student feedback

Nil

Prior knowledge &/or skills

MBA standing in the Tasmanian School of Business and Economics
**HOW WILL I BE ASSESSED?**

### Assessment Schedule

<table>
<thead>
<tr>
<th>Assessment task</th>
<th>Date due</th>
<th>Percent weighting</th>
<th>Links to Intended Learning Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessment task 1: Meaningful Contribution</td>
<td>Weekly, week 4-14</td>
<td>10</td>
<td>LO1, LO2, LO3</td>
</tr>
<tr>
<td>Assessment task 2: Group Facilitation</td>
<td>Weekly</td>
<td>20</td>
<td>LO2, LO3</td>
</tr>
<tr>
<td>Assessment task 3: Case Study Essay</td>
<td>Week 10</td>
<td>30</td>
<td>LO2, LO3</td>
</tr>
<tr>
<td>Assessment task 4: Examination</td>
<td>Exam Period</td>
<td>40</td>
<td>LO1, LO2, LO3</td>
</tr>
</tbody>
</table>

### Assessment details

**Assessment Task 1: Meaningful contribution**

<table>
<thead>
<tr>
<th>Task Description</th>
<th>Criterion Description</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Each week during the semester students are required to complete the tutorial preparation</td>
</tr>
<tr>
<td></td>
<td>for the topics and actively contribute to workshop discussion and activities.</td>
</tr>
<tr>
<td></td>
<td>Every week students will be given two or three workshop activities and they should</td>
</tr>
<tr>
<td></td>
<td>contribute in the activities during the workshops.</td>
</tr>
<tr>
<td></td>
<td>The activities will be provided on MyLO.</td>
</tr>
<tr>
<td></td>
<td>While 'attendance' is not a criterion for workshop assessment, students obviously</td>
</tr>
<tr>
<td></td>
<td>would not be able to demonstrate their preparation and contribution without attending</td>
</tr>
<tr>
<td></td>
<td>workshops.</td>
</tr>
<tr>
<td></td>
<td>The preparation for and contribution to workshop' activities will help them to</td>
</tr>
<tr>
<td></td>
<td>learn and understand each weekly topic and contribute to class discussion in</td>
</tr>
<tr>
<td></td>
<td>meaningful, fruitful and insightful ways.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Analyse the ways in which organisational structures and organisational strategies</td>
<td>LO1</td>
</tr>
<tr>
<td></td>
<td>influence human resource practices in multinational corporations.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Analyse the ways in which legal and political differences influence human resource</td>
<td>LO1</td>
</tr>
<tr>
<td></td>
<td>practices in multinational corporations.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Analyse the ways in which cultural differences influence human resource practices</td>
<td>LO1</td>
</tr>
<tr>
<td></td>
<td>in multinational</td>
<td></td>
</tr>
</tbody>
</table>
Demonstrate a good understanding of relevant international human resource management practices in subsidiaries and host counties, including Performance Management, remuneration, recruitment and selection, training and development, industrial relations.

5. Provide creative solutions for issues presented in the activities.

<table>
<thead>
<tr>
<th>Task Length</th>
<th>Due by date</th>
</tr>
</thead>
<tbody>
<tr>
<td>During workshops</td>
<td>Weekly in Week 4 to Week 13</td>
</tr>
</tbody>
</table>

Assessment Task 2: Group Facilitation

<table>
<thead>
<tr>
<th>Task Description</th>
<th>Group Facilitation - Each week during the semester each student is required to join a group and each group will facilitate a tutorial discussion on a particular topic of the week. The facilitation topics are one week behind the lecture topics. Students need to form their groups on week 3. Each group should have 2 or 3 members. The lecturer will assess each student’s facilitation in accordance with the marking rubric. Students must read marking rubrics (posted in MyLO) before commencing their work. <strong>Note</strong> A facilitation differs from a presentation. Teams need to design two or three activities to engage students in their facilitation. This is a group assignment, so no one can complete the assignment alone. The timetable for the facilitations is fixed. Steps to complete the assessment 1. Form a group (2 or 3 students per group) 2. Select a topic from the list below; 3. Attend the lectures to learn the concepts 4. Design two or three activities 5. Present the concepts (max 10 minutes)</th>
</tr>
</thead>
</table>
6. Engage students in the facilitation through designed activities (Min. 15 minutes)

<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Analyse the ways in which organisational structures and organisational strategies influence human resource practices in multinational corporations.</td>
<td>LO1</td>
</tr>
<tr>
<td>2</td>
<td>Analyse the ways in which cultural and country differences influence human resource practices in multinational corporations.</td>
<td>LO1</td>
</tr>
<tr>
<td>3</td>
<td>Analyse international human resource management practices in subsidiaries and host counties, including Performance Management, remuneration, recruitment and selection, training and development, industrial relation</td>
<td>LO2</td>
</tr>
<tr>
<td></td>
<td>Critical thinking and analysing</td>
<td>LO3</td>
</tr>
<tr>
<td>7</td>
<td>Presentation skills: communicate effectively and demonstrate a coherent and professional presentation.</td>
<td>LO2</td>
</tr>
</tbody>
</table>

**Task Length**
30 minutes

**Due by date**
Weekly

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**Assessment Task 3: Case Study Essay**

**Task Description**
Students will be given a case study. The case study will be provided on MyLO. The assignment should be submitted into the BAM777 MyLO ‘Assignment Box’.

Students are required to write a formal 2,000-word essay critically analysing key International HRM issues presented in a case study. It is essential for students to bear in mind that the assignment format is an essay that needs to be well structured and coherent.

**Important factors:**
- Students are expected to clearly communicate their insightful and critical thinking.
- Students are expected to adhere to Harvard referencing style.
- Students are expected to use a minimum of 15 academic peer-reviewed articles to support their discussion.
- Students are expected to include an assignment cover sheet.
- Students are expected to adhere to the word limit: 2000 words - students are given a leeway of 10% (1800 words or 2200 words). This word limit does not include the cover page and the reference list. Students will be penalised 10% for every 50 words over/under the stipulated word count.
- Students are encouraged to use headings and subheadings in their
essay;
- All written assignments will be submitted online via Turnitin.
- Hard copy submissions will not be accepted
- Submission links are located under the Assessment link.

<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Explain relevant international human resource management practices in subsidiaries and host counties, including Performance Management, remuneration, recruitment and selection, training and development, industrial relation</td>
<td>LO2</td>
</tr>
<tr>
<td>2</td>
<td>Critical thinking and analysing</td>
<td>LO3</td>
</tr>
</tbody>
</table>

**Task Length**: 2000 words (+/- 10 percent – excluding cover page and reference list)

**Due by date**: Week 10

### Assessment Task 4: Examination

<table>
<thead>
<tr>
<th>Task Description</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Final exam</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Explain how international context influences on HR practices</td>
<td>LO2</td>
</tr>
<tr>
<td>2</td>
<td>Provide recommendations and solutions for challenges presented in case studies</td>
<td>LO3</td>
</tr>
</tbody>
</table>

**Task Length**: TBA

**Due by date**: TBA

### How your final result is determined

To pass this unit, you need to demonstrate your attainment of each of the Intended Learning Outcomes.

Your grade will be determined in the following way:

Your overall mark in this unit will be determined by combining your results from each assessment task. These marks are combined to reflect the percentage weighting of each task. You need to achieve an overall score of at least 50% to successfully complete this unit. It is expected that you will seek help (from the unit coordinator in the first instance), well before the due date, if you are unclear about the requirements for an assessment task.

- PP (pass) at least 50% of the overall mark but less than 60%
- CR (credit) at least 60% of the overall mark but less than 70%
- DN (distinction) at least 70% of the overall mark but less than 80%
- HD (high distinction) at least 80% of the overall mark

All grades are provisional, until confirmation by the Assessment Board at the end of semester.

Submission of assignments

The act of submitting your assignment will be taken as certification that it is your own work.

Assignments must be submitted electronically through the relevant assignment tab in MyLO. You must ensure that your name, student ID, unit code, tutorial time and tutor’s name (if applicable) are clearly marked on the first page. If this information is missing, the assignment will not be accepted and, therefore, will not be marked.

Where relevant, Unit Coordinators may also request you to submit a paper version of your assignment. You will be advised by the Unit Coordinator of the appropriate process relevant to your campus.

Please remember that you are responsible for lodging your assessment items on or before the due date and time. We suggest you keep a copy. Even in a perfect system, items sometimes go astray.

Requests for extensions

In this Policy:
1. (a) ‘day’ or ‘days’ includes all calendar days, including weekends and public holidays;
   (b) ‘late’ means after the due date and time; and
   (c) ‘assessment items’ includes all internal non-examination based forms of assessment
2. This Policy applies to all students enrolled in TSBE Units at whatever Campus or geographical location.
3. Students are expected to submit assessment items on or before the due date and time specified in the relevant Unit Outline. The onus is on the student to prove the date and time of submission.
4. Students who have a medical condition or special circumstances may apply for an extension. Requests for extensions should, where possible, be made in writing to the Unit Coordinator on or before the due date. Students will need to provide independent supporting documentation to substantiate their claims.

Penalties

Late submission of assessment items will incur a penalty of 10% of the total marks possible for that piece of assessment for each day the assessment item is late unless an extension had been granted on or before the relevant due date.

Assessment items submitted more than five (5) days late will not be accepted. Academic staff do NOT have the discretion to waive a late penalty, subject to clause 4 above.
Review of results and appeals

Review of Assessment is available to all students once the University has released the final result for a unit. If you are dissatisfied with your final result, you may apply to have it reviewed. Applications for a review of assessment are due within 10 working days of the release of the final result in the unit. When applying for a review, you must pay a $50 fee.

If you wish to have a piece of internal assessment reviewed as part of the review process, please state this clearly on the application form referred to above and include that assessment item with your application.

Please read and follow the directions provided by the University at:

Academic referencing

Before starting your assignments, you are advised to familiarise yourself with the following electronic resources.

The first is the Harvard Referencing System Style Guide, which can be accessed from the UTAS library: http://utas.libguides.com/content.php?pid=27520&sid=199808. The Harvard style is the appropriate referencing style for this unit and the guide provides information on presentation of assignments, including referencing styles. In your written work you will need to support your ideas by referring to scholarly literature, works of art and/or inventions. It is important that you understand how to correctly refer to the work of others and maintain academic integrity.

Failure to appropriately acknowledge the ideas of others constitutes academic dishonesty (plagiarism), a matter considered by the University of Tasmania as a serious offence.

The second is the Tasmanian School of Business and Economics’ Writing Assignments: A Guide, which can be accessed at: http://www.utas.edu.au/business-and-economics/student-resources. This guide provides you with useful information about the structure and style of assignments in the TSBE.
In your written work you will need to support your ideas by referring to scholarly literature, works of art and/or inventions. It is important that you understand how to correctly refer to the work of others, and how to maintain academic integrity.
The University library provides information on presentation of assignments, including referencing styles and should be referred to when completing tasks in this unit.
Please read the following statement on plagiarism. Should you require clarification please see your unit coordinator or lecturer.
Plagiarism

Plagiarism is a form of cheating. It is taking and using someone else’s thoughts, writings or inventions and representing them as your own; for example, using an author’s words without putting them in quotation marks and citing the source, using an author’s ideas without proper acknowledgment and citation, copying another student’s work. If you have any doubts about how to refer to the work of others in your assignments, please consult your lecturer or tutor for relevant referencing guidelines. You may also find the Academic Honesty site on MyLO of assistance.

The intentional copying of someone else’s work as one’s own is a serious offence punishable by penalties that may range from a fine or deduction/cancellation of marks and, in the most serious of cases, to exclusion from a unit, a course or the University.

The University and any persons authorised by the University may submit your assessable works to a plagiarism checking service, to obtain a report on possible instances of plagiarism. Assessable works may also be included in a reference database. It is a condition of this arrangement that the original author’s permission is required before a work within the database can be viewed.

For further information on this statement and general referencing guidelines, see the Plagiarism and Academic Integrity page on the University web site or the Academic Honesty site on MyLO.

Academic misconduct

Academic misconduct includes cheating, plagiarism, allowing another student to copy work for an assignment or an examination, and any other conduct by which a student:

a. seeks to gain, for themselves or for any other person, any academic advantage or advancement to which they or that other person is not entitled; or

b. improperly disadvantages any other student.

Students engaging in any form of academic misconduct may be dealt with under the Ordinance of Student Discipline, and this can include imposition of penalties that range from a deduction/cancellation of marks to exclusion from a unit or the University. Details of penalties that can be imposed are available in Ordinance 9: Student Discipline – Part 3 Academic Misconduct.
WHAT LEARNING OPPORTUNITIES ARE THERE?

MyLO
MyLO is the online learning environment at the University of Tasmania. This is the system that will host the online learning materials and activities for this unit.

Getting help with MyLO
It is important that you are able to access and use MyLO as part of your study in this unit. To find out more about the features and functions of MyLO, and to practice using them, visit the Getting Started in MyLO unit. For access to information about MyLO and a range of step-by-step guides in pdf, word and video format, visit the MyLO Student Support page on the University website. If something is not working as it should, contact the Service Desk (Service.Desk@utas.edu.au, phone 6226 1818), or Request IT Help Online.

Resources

Required readings

Recommended readings
A series of readings are provided in the Content Section of the MyLO shell for this unit.

Reading Lists
Reading Lists provide direct access to all material on unit reading lists in one place. This includes eReadings and items in Reserve. You can access the Reading List for this unit from the link in MyLO, or by going to the Reading Lists page on the University Library website.

Other Required Resources
In addition to the texts/software recommended above, you are also expected to be familiar with the key academic journals in the discipline from which useful insights may be derived. In particular, you are encouraged to review regularly the relevant papers that are published in:
- International Human Resource Management Journal
- Human Resource Management Journal
- Human Resource Management (US)
- International Business Review
- Journal of International Business Studies
- Human Resource Management Review
- Industrial Relations Journal
Moreover, the Unit textbook has an interactive web-based software. You need to sign up your account at https://www.cengage.com/training/cmate

**Activities**

**Learning expectations**

The University is committed to high standards of professional conduct in all activities, and holds its commitment and responsibilities to its students as being of paramount importance. Likewise, it holds expectations about the responsibilities students have as they pursue their studies within the special environment the University offers. **Students are expected to participate actively and positively in the teaching/learning environment. They must attend classes when and as required, strive to maintain steady progress within the subject or unit framework, comply with workload expectations, and submit required work on time.**

**Details of teaching arrangements**

**Lecture/Tutorial Mode**
All lectures and readings are available online. Details about tutorials and case studies are available online.

**Blended Learning Mode**
Face-to-face meetings

**Distance Mode**
All communication for this unit is conducted using My Learning Online (MyLO) and Backboard Collaboration Ultra.

**Specific attendance/performance requirements**

In this unit, your active engagement will be monitored in the following way:

1. Meaningful contribution in weekly class activities (Assessment 1)
2. Active participation in small group discussions

If you do not demonstrate evidence of having engaged actively with this unit by Week 4 of the semester, your enrolment may be canceled or you may be withdrawn from the unit.

**Teaching and learning strategies**

The University is committed to a high standard of professional conduct in all activities, and holds its commitment and responsibilities to its students as being of paramount importance. Likewise, it holds expectations about the responsibilities students have as they pursue their studies within the special environment the University offers. The University's Code of Conduct for Teaching and Learning states:

Students are expected to participate actively and positively in the teaching/learning environment. They must attend classes when and as required, strive to maintain
steady progress within the subject or unit framework, comply with workload expectations, and submit required work on time.

**Work Health and Safety (WHS)**
The University is committed to providing a safe and secure teaching and learning environment. In addition to specific requirements of this unit you should refer to the University’s [Work Health and Safety website](#) and policy.

### Communication

**TO KEEP UP WITH ANNOUNCEMENTS REGARDING THIS UNIT**
Check the MyLO Announcement tool at least once every two days. The unit Announcement will appear when you first enter our unit’s MyLO site. Alternatively, click on the Announcement button (towards the top of the MyLO screen) at any time.

**WHEN YOU HAVE A QUESTION**
Other students may have the same question that you have. Please go to the Ask the Class Discussion forum on the unit’s MyLO site. Check the posts that are already there – someone may have answered your question already. Otherwise, add your question as a new topic. Students are encouraged to support each other using this forum – if you can answer someone’s question, please do. We will attempt to respond to questions within 48 business hours. If your question is related to a personal issue or your performance in the unit, please contact the appropriate teaching staff member by email instead.

**WHEN YOU HAVE AN ISSUE THAT WILL IMPACT ON YOUR STUDIES OR THE SUBMISSION OF AN ASSESSMENT TASK**
If you have a personal question related to your studies or your grades, please contact teaching staff by email.

For general questions about the unit, please add them to the Ask the Class Discussion forum on the unit’s MyLO site. This way, other students can also benefit from the answers.

**A NOTE ABOUT EMAIL CORRESPONDENCE**
You are expected to check your UTAS email (WebMail) on a regular basis – at least three times per week. To access your WebMail account, login using your UTAS username and password at [https://webmail.utas.edu.au/](https://webmail.utas.edu.au/).

You are strongly advised not to forward your UTAS emails to an external email service (such as gmail or Hotmail). In the past, there have been significant issues where this has occurred, resulting in UTAS being blacklisted by these email providers for a period of up to one month. To keep informed, please use your UTAS email as often as possible. We receive a lot of emails. Be realistic about how long it might take for us to respond.
Concerns and complaints

The University is committed to providing an environment in which any concerns and complaints will be treated seriously, impartially and resolved as quickly as possible. We are also committed to ensuring that a student may lodge a complaint without fear of disadvantage. If you have a concern, information about who to contact for assistance is available on the ‘How to resolve a student complaint’ page.

Further information and assistance

If you are experiencing difficulties with your studies or assignments, have personal or life-planning issues, disability or illness which may affect your course of study, you are advised to raise these with the unit coordinator in the first instance. There is a range of University-wide support services available to you including Student Learning Support, Student Advisers, Disability Services, and more which can be found on the Student Support and Development page of the University website. Should you require assistance in accessing the Library, visit their website for more information.
<table>
<thead>
<tr>
<th>WEEK</th>
<th>DATE Begin</th>
<th>TOPIC/ MODULE/ FOCUS AREA</th>
<th>ACTIVITIES</th>
<th>DUE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>25 February</td>
<td>Introduction to IHRM</td>
<td>Chapter 1</td>
<td>On MyLo</td>
</tr>
<tr>
<td>2</td>
<td>4 March</td>
<td>The cultural context of IHRM</td>
<td>Chapter 2</td>
<td>On MyLo</td>
</tr>
<tr>
<td>3</td>
<td>11 March</td>
<td>The Cultural Context</td>
<td>Chapter 2</td>
<td>On MyLo</td>
</tr>
<tr>
<td>4</td>
<td>18 March</td>
<td>The organisational Context Facilitation Group 1</td>
<td>Chapter 3</td>
<td>On MyLo</td>
</tr>
<tr>
<td>5</td>
<td>25 March</td>
<td>Cross-Border Mergers and Acquisitions Facilitation Group 2</td>
<td>Chapter 4</td>
<td>On MyLo</td>
</tr>
<tr>
<td>6</td>
<td>1 April</td>
<td>Recruitment and Selection in IHRM (Part 1) Facilitation Group 3</td>
<td>Chapter 5</td>
<td>On MyLo</td>
</tr>
<tr>
<td>7</td>
<td>8 April</td>
<td>Recruitment and Selection in IHRM (Part 2) Facilitation Group 4</td>
<td>Chapter 5</td>
<td>On MyLo</td>
</tr>
<tr>
<td>8a</td>
<td>15 April</td>
<td>International Performance Management Facilitation Group 5</td>
<td>Chapter 6</td>
<td>On MyLo</td>
</tr>
<tr>
<td>8b</td>
<td>25 April</td>
<td>Mid-semester break 18 April to 24 April (inclusive)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>29 April</td>
<td>International Development and Training Facilitation Group 6</td>
<td>Chapter 7</td>
<td>On MyLo</td>
</tr>
<tr>
<td>10</td>
<td>6 May</td>
<td>International Remuneration Facilitation Group 7</td>
<td>Chapter 8</td>
<td>On MyLo</td>
</tr>
<tr>
<td>11</td>
<td>13 May</td>
<td>International industrial Relations Facilitation Group 8</td>
<td>Chapter 9</td>
<td>On MyLo</td>
</tr>
<tr>
<td>12</td>
<td>20 May</td>
<td>Repatriation and Re-entry IHRM Future Challenges Facilitation Group 9</td>
<td>Chapter 10</td>
<td>On MyLo</td>
</tr>
<tr>
<td>13</td>
<td>27 May</td>
<td>Facilitation Group 10</td>
<td>Exam revision</td>
<td></td>
</tr>
</tbody>
</table>
The Tasmanian School of Business and Economics (TSBE) is currently in the process of applying for business accreditation with the Association to Advance Collegiate Schools of Business (AACSB) – the lead program for accrediting business schools globally. AACSB seeks to connect educators, students, and business to achieve a common goal – to create the next generation of business leaders.

By joining AACSB and going through the accreditation process, TSBE is joining a global alliance committed to improve the quality of business education around the world, and to share the latest innovations in business education. Gaining Business Accreditation with AACSB is a multi-year process involving TSBE demonstrating our performance against the 15 accreditation standards.

Once complete, TSBE will join a select community of accredited business schools, with only 7% of all business schools globally having completed the AACSB process. This will further enhance the reputation of TSBE, and further enhance the global recognition of your qualifications. To find out more about AACSB click here.