UNIT OUTLINE

Read this document to learn essential details about your unit. It will also help you to get started with your studies.

BMA777
International Human Resource Management

Semester 1, 2018

THIS UNIT IS BEING OFFERED IN:

HOBART

Taught by:

Dr Farveh Farivar
Contact Details

Unit Coordinator: Farveh Farivar
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Room: TBA
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Phone: TBA
Consultation: Mondays 2 pm- 4 pm, Tuesdays 10 am- 12, Wednesdays 2 pm- 4 pm

Lecturer: Farveh Farivar
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Consultation: Mondays 2 pm- 4pm, Tuesdays 10 am- 12, Wednesdays 2 pm- 4 pm or by appointment
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. Welcome to the unit.

Prior Knowledge &/or Skills OR Pre-Requisite Unit(s)

MBA standing in the Tasmanian School of Business and Economics

Enrolment in the Unit

Unless there are exceptional circumstances, you should not enrol in this unit after the end of week two of the semester, as the Tasmanian School of Business and Economics (TSBE) cannot guarantee that:

- any extra assistance will be provided by the teaching team in respect of work covered in the period prior to enrolment; and
- penalties will not be applied for late submission of any piece or pieces of assessment that were due during this period.

When does the unit commence?

The unit’s teaching schedule commences in the week beginning 26th February 2018.
University of Tasmania 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 Qualification 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, 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.

Tasmanian School of Business and Economics Vision and Mission

Vision

To advance the well-being, economic and social development of the people of Tasmania and our communities.

Mission

To advance research and learning in business and economics to the benefit of all our constituents leveraging the strengths of the University and the State of Tasmania.

We will achieve our mission by creating collaborative, innovative research, teaching and engagement programs that foster sustainable economic and social impact within Tasmania and provide a model for business schools throughout the region and world. Leveraging the strengths of our unique socio-ecological location in Tasmania and our strong interdisciplinary connections across the university, we will focus on three general domains: Person in Context (e.g. health, well-being and lifestyle in organizations and communities), Collaborative Entrepreneurship and Innovation, and Sustainability in Business and Community. Our approach to inter-disciplinary business education will provide a globally-recognised model that characterises many of the world’s leading business schools.

For further details on the Vision and Mission Statement of the Tasmanian School of Business and Economics please refer to our Strategic Goals.

Work, Health, and Safety (WH&S)

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 policy at: www.utas.edu.au/work-health-safety.
### Intended Learning Outcomes for BMA777

<table>
<thead>
<tr>
<th>INTENDED OUTCOMES</th>
<th>LEARNING OUTCOMES</th>
<th>RELATED ASSESSMENT CRITERIA OR MODULE LEVEL LEARNING OBJECTIVES</th>
<th>ASSESSMENT METHODS</th>
<th>COURSE LEVEL LEARNING OUTCOMES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning Outcome 1</td>
<td>Understand and examine the impact of political, organisational, and factors on human resource management in international corporations</td>
<td>Analyse the ways in which organisational structures and organisational strategies influence human resource practices in multinational corporations.</td>
<td>Meaningful contribution to small group discussion to solve a case study per week.</td>
<td>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 Quality Statement.</td>
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<tr>
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<td></td>
<td>Analyse the ways in which cultural and country differences influence human resource practices in multinational corporations.</td>
<td>Group Facilitation</td>
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<td></td>
<td>Analyse the ways in which legal and country differences influence human resource practices in multinational corporations.</td>
<td>Group Facilitation</td>
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</tr>
<tr>
<td>Learning Outcome 2</td>
<td>Understand and explain how operation in a multinational environment influence on human resource practices</td>
<td>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.</td>
<td>Meaningful contribution to small group discussion to solve a case study per week.</td>
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<td></td>
<td>Case study essay</td>
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<td></td>
<td>Group Facilitation</td>
<td></td>
</tr>
<tr>
<td>Learning Outcome 3</td>
<td>Understand and explain the key elements and problematic issues associated with the expatriation and repatriation of managers in international corporations</td>
<td>Critical thinking and analysing</td>
<td>Group Facilitation</td>
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<tr>
<td></td>
<td></td>
<td>Team working: Actively work as a team</td>
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<td></td>
<td></td>
<td>Creativity: Design effective games and use gamification to engage audiences</td>
<td>Case study essay</td>
<td></td>
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<td></td>
<td></td>
<td>Presentation skills: communicate effectively and demonstrate a coherent and professional presentation.</td>
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</table>
Learning Expectations and Teaching Strategies/Approach

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.

During the first four weeks of this semester, your participation and engagement in this unit will be monitored. If you do not demonstrate evidence of having engaged actively with this unit by Week 4 of the semester, your enrolment may be cancelled or you may be withdrawn from the unit.

These are some of the expectations we have of you as a student enrolled in this unit:

- Before Week 1, take your time to familiarise yourself with the unit outline, terms and conditions, and assignments.
- In week 1, get to know each other in the class and outside the class using the discussion board in the BMA777 MyLO.
- In week 2, form your facilitation groups.
- Submit all assignment on time.
- Participate actively in small group discussion to earn meaningful contribution marks. From week 3, every session has 1 mark as the meaningful contribution mark. Ten percent (10%) of the total mark (100%) is allocated to meaning contribution in the class discussions.

Learning Resources

Prescribed Text/Software

A prescribed text is a resource that you must have access to for the purposes of studying this unit.


Recommended Texts/Software

A recommended text is a resource that you can use to broaden your understanding of the topics covered in this unit. You may also find a recommended text helpful when conducting research for assignments.

A series of readings are provided in the Content Section of the MyLO sell for this unit.
Other Recommended Resources/Software

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 (UK)
- 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/cm ate

My Learning Online (MyLO)

Access to the MyLO online learning environment is required for this unit. The unit has its own MyLO site. To log into MyLO and access this unit, go to http://www.utas.edu.au/mylo. To access the unit, select BMA777.


Technical requirements for MyLO

MyLO can be accessed via Library computers and in computer labs on campus. See: http://www.utas.edu.au/service-desk/helpsheet/computer-labs-facilities-and-locations

For further technical information and help, contact the UTAS Service Desk on 6226 1818 or at http://www.utas.edu.au/service-desk during business hours.

Learning to use MyLO

When you log into MyLO, you will see a unit called Getting Started with MyLO. Enter this unit to learn more about MyLO, and to practise using its features.

MyLO Expectations

1. You are expected to maintain the highest standards of conduct across all modes of communication with staff and other students. Penalties may be imposed if the Unit Coordinator believes that, in any instance or mode of communication, your language or content is inappropriate or offensive. MyLO is a public forum. Due levels of respect, professionalism and high ethical standards are expected of students at all times.

2. Submission of assessment tasks via MyLO presumes that students have read, understood and abide by the requirements relating to academic conduct, and in particular, those requirements relating to plagiarism. All work submitted electronically is presumed to be “signed-off” by the student submitting as their own work. Any breach of this requirement will lead to student misconduct processes.
3. MyLO is an Internet service for teaching and learning provided by the University. It is expected that you check your units in MyLO for updates at least once a day.

**Using MyLO for BMA777**

**IMPORTANT!** Before you are given access to your unit’s MyLO resources, you must complete the Student Agreement quiz. To complete the quiz:

1. Go to the unit’s MyLO site.
2. Select the Content button, then select the Begin Here module.

3. Read the information in Step 1: Important Student Information, and Step 2: Download and Read the Unit Outline.

4. Select Step 3: Complete the Student Agreement Quiz and then click Start Quiz!
5. Read the statements related to the Unit Outline, Plagiarism and Academic Integrity; select Yes to agree; and then submit the quiz. You should now be able to access all available unit content in MyLO in the Learning Hub module. You need to do this only once in each MyLO unit.

Other important resources on MyLO
You are expected to regularly check MyLO for any updates in relation to the unit. MyLO has been incorporated into the delivery of this unit to enhance your learning experience, by providing access to up-to-date course materials, and allowing for online discussion.

In addition to the lecture slides which are uploaded on MyLO on a weekly basis, other unit-related materials such as supplementary readings and assessment guides can also be accessed on MyLO.

You are also expected to engage in active discussion about issues related to the unit through the discussion forums and chat rooms that are available on MyLO: this is particularly helpful for distance students who may utilise the facilities available on MyLO to contact their fellow distance students and form groups to complete any group assessment tasks for this unit. In this regard, MyLO should be treated as the unit's critical platform for learning and communication.

Student Feedback via eVALUate
At the conclusion of this unit, you will be asked to provide online responses to a number of matters relating to the learning and teaching within the unit. You are asked to respond honestly to these questions, as all information received is used to enhance the delivery of future offerings.

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.
Communication, Consultation and Appointments

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/.

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. Allow at least TWO (2) business days to reply. Staff are not required to respond to emails where students do not directly identify themselves, are threatening or offensive, or come from external (non-UTAS) email accounts.

When you write an email, you must include the following information. This helps teaching staff to determine who you are and which unit you are talking about.

- Family name
- Preferred name
- Student ID
- Unit code (BMA777)
- Questions
- If your question is about an assessment task, please include the assessment task number or name.
Assessment

How Your Final Result Is Determined

To be eligible to pass this unit you will need to attain an overall mark of 50% and satisfactorily pass each of the intended learning outcomes for the unit. Details of each assessment item are outlined below.

Assessment Schedule

<table>
<thead>
<tr>
<th>Assessment Items</th>
<th>Due Date</th>
<th>Value/Weighting</th>
<th>Link to Learning Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group Facilitation</td>
<td>Week 3 to Week 13</td>
<td>20 marks</td>
<td>1, 2, 3</td>
</tr>
<tr>
<td></td>
<td>during the class</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Case study essay</td>
<td>Week 9</td>
<td>30 marks</td>
<td>2, 3</td>
</tr>
<tr>
<td>Meaningful Contribution</td>
<td>Week 3 to Week 13</td>
<td>10 Marks</td>
<td>1, 2</td>
</tr>
<tr>
<td></td>
<td>during the class</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Final Exam</td>
<td>Exam week</td>
<td>40 marks</td>
<td>1, 2, 3</td>
</tr>
</tbody>
</table>

Assessment Item 1 – Group Facilitation

Task Description:
- 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 2. 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.

Note
- 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 are fixed.

Steps to complete the assessment
1. Form a group (2 or 3 students per group)
2. Select a topic from the list below;
   - The Cultural Context of IHRM
   - The Organizational Context of IHRM
   - IHRM in Cross-Border Mergers & Acquisitions
   - International Staffing, Recruitment and Selection
   - International Performance Management
   - International Training and development
   - International Remuneration
### Task 1

- International Industrial Relations
- Repatriation & Re-entry

3. Attend the lectures to learn the concepts
4. Design two or three activities
5. Present the concepts (max 10-15 minutes)
6. Engage students in the facilitation through designed activities (Min 15 minutes)

**Task Length:** 30 minutes

**Assessment Criteria:** Please see the rubric on MyLO

**Due Date:** Week 3 to Week 13

**Value:** 20 marks

### Assessment Item 2 – 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 the Chicago 16 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. The assignment cover sheet can be downloaded from Blackboard.
- 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.

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

**Assessment Criteria:** Please see the rubric on MyLO

**Due Date:** 03/05/2018

**Value:** 30 marks
### Assessment Item 3 – Meaningful Contribution

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

**Task Length:** During workshops

**Assessment Criteria:** Please see the rubric on MyLO

**Due Date:** Week 3 to Week 13

**Value:** 10 marks

### Assessment Item 4 – Final Exam

**Task Description:** Students need to pass the final exam (20 out of 40) to pass the unit.

**Exam Format**
The examination will comprise two parts: 1. Section A will be a case study with two compulsory questions. 2. Section B contains four questions and you will need to answer two out of four essay questions.

**Value:** 40 marks

Your final examination for this unit will be held during the scheduled examination period as indicated by Student Administration in correspondence to you.

Examinations will normally be scheduled Monday to Saturday inclusive. Examinations may be held during the day or evening and students should consult the university information which will be made available towards the end of the semester.

Distance students will be required to sit the final exam during the examination period either at the nearest UTAS campus or, in the case of interstate or overseas students, at an approved centre. The Exams Office will contact distance students at the beginning of semester with information about nominating an exam venue.

You are advised to make any necessary arrangements with employers now for time off during the examination period to sit this examination. Your participation at the scheduled time is not negotiable unless there are exceptional circumstances. Note that you will be expected to sit the examination at your recorded study centre. To find out more go to the Exams Office website: [http://www.utas.edu.au/exams/home](http://www.utas.edu.au/exams/home).
Submission of Assessment Items

Lodging Assessment Items

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.

Late Assessment and Extension Policy

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.
5. 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.
6. Assessment items submitted more than five (5) days late will not be accepted.
7. Academic staff do NOT have the discretion to waive a late penalty, subject to clause 4 above.
Academic Referencing and Style Guide

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.

Review of Assessment and Results

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.

Review of Assessment consists of re-marking the final exam (where applicable), checking the addition of all marks, and a check to ensure that all marks have been included in the final result.

Applications for a review of assessment are due within 10 working days of the release of the final result in the unit. If you have passed the unit 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: http://www.utas.edu.au/__data/assets/pdf_file/0018/314622/Review-of-Assessment.pdf
Further Support and Assistance

If you are experiencing difficulties with your studies or assessment items, have personal or life-planning issues, disability or illness that may affect your study, then you are advised to raise these with your lecturer or tutor in the first instance.

You are also encouraged to contact your Student Adviser who will be able to help in identifying the issues that need to be addressed, give general advice, assist by liaising with academic staff, as well as referring you to any relevant University-wide support services. Please refer to the Student Adviser listings at [http://www.utas.edu.au/students/learning/advisers](http://www.utas.edu.au/students/learning/advisers) for your adviser’s contact details.

There is also a range of University-wide support services available to students, including Student Centre Administration, Careers and Employment, Disability Services, International and Migrant Support, and Student Learning and Academic Support. Please refer to the [Current Students website](http://www.utas.edu.au/students) for further information.

If you wish to pursue any matters further then a Student Advocate may be able to assist. Information about the advocates can be accessed from [http://www.utas.edu.au/students/learning/advisers](http://www.utas.edu.au/students/learning/advisers). The University also has formal policies, and you can find out details about those from that link.

Academic Misconduct and Plagiarism

*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 are not entitled; or

(b) improperly disadvantage any other student.

Students engaging in any form of academic misconduct may be dealt with under the Ordinance of Student Discipline. This can include the 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 the Ordinance of Student Discipline – Part 3 Academic Misconduct, see [http://www.utas.edu.au/university-council/university-governance/ordinances](http://www.utas.edu.au/university-council/university-governance/ordinances).

*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; or
- copying another student’s work.

It also means using one’s own work from previously submitted assessment items if repeating a unit.

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](http://www.utas.edu.au) 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.

**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.
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<th>Week</th>
<th>Start of Week</th>
<th>Topic/s and activities</th>
<th>Text Chapter/s</th>
<th>Due Dates</th>
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<tbody>
<tr>
<td>1</td>
<td>26 February</td>
<td>Introduction to IHRM</td>
<td>Chapter 1</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>5 March</td>
<td>The cultural context of IHRM</td>
<td>Chapter 2</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>12 March</td>
<td>The organisational Context</td>
<td>Chapter 3</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>19 March</td>
<td>The organisational Context</td>
<td>Chapter 3</td>
<td>In class</td>
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<td>5</td>
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**Mid-Semester Break:** Thursday 29 March to Wednesday 4 April (inclusive)

<table>
<thead>
<tr>
<th>Week</th>
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<th>Topic/s and activities</th>
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<td>6</td>
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<td>1,2,3,4,5,6,7,8,9,10</td>
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**Examination Period:** Saturday 9 June to Tuesday 26 June (inclusive)
### Tutorial/Workshop Schedule

Please note that the tutorial schedule commences in week 2 of the semester.

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