

# **HCM555 International Human Capital Management and Cultural Intelligence**

**Level:** 5

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JULY

## **Synopsis:**

HCM555 International Human Capital Management and Cultural Intelligence, provides an overview of international business and the implications for human capital management (domestic versus international). It examines national, institutional, cultural and organisational contexts of international human capital management and organisational behaviour. These provide important impetus, opportunities and challenges to organisations when managing diversity, employee relations, recruitment and selection, performance management, and total rewards in the global setting. This course also briefly examines global leadership, motivation, decision-making, and cultural synergy.

## **Topics:**

- National and cultural contexts
- International organisation structure and strategy
- Global mobility of people, jobs, and knowledge
- International staffing
- International training, development and careers
- International performance management
- International compensation and reward management
- Transfer of HCM practices in MNCs
- Motivating and leading across cultures
- Working with multicultural groups and teams
- Developing cultural intelligence in a global world
- Managing in developing countries/economies

## **Textbooks:**

HBR's 10 Must Reads on Managing Across Cultures (with featured article "Cultural Intelligence" by P. Christopher Earley and Elaine Mosakowski). Harvard Business Review Press Harvard Business Review Press  
ISBN-13: 9781633691636

International Human Resource Management, Peter Dowling, Marion Festing and Allen Engle 8th Peter Dowling, Marion Festing and Allen Engle Cengage  
ISBN-13: 9781473773790

**Learning Outcome:**

- Appraise how different contexts affect international human capital management.
- Examine the issues and decisions in international human capital management.
- Discuss issues related to cross-cultural differences and cultural synergy.
- Plan and manage talents worldwide and within countries.
- Design policies and practices that leverage across boundaries and/or adapt to local conditions.
- Evaluate policies and approaches for cross-cultural synergy.

**Assessment Strategies - Regular Semester (Evening Class):**

| <b>Components</b>             | <b>Description</b>       | <b>Weightage Allocation (%)</b> |
|-------------------------------|--------------------------|---------------------------------|
| Overall Continuous Assessment | PARTICIPATION 1          | 20                              |
|                               | GROUP BASED ASSIGNMENT 1 | 40                              |
| Overall Examinable Components | ECA                      | 40                              |
| <b>Total</b>                  |                          | <b>100</b>                      |

\*The information listed is subject to review and change.