**MOD 6: GLOBAL HUMAN RESOURCE AND DIVERSITY**

**This is a central module on the MSc degree programme in HRM offered by Birkbeck College. (**[**OPM040**](https://www.london.ac.uk/courses/global-human-resource-and-diversity)**)**

1. **Topics Covered**
2. The theory and practice of human resource management at the international level
3. Working with other cultures and values
4. The practice of HRM in multi-national firms
5. Including performance management and training
6. International regulation and governance
7. **Learning Outcomes**

* Understand the theory and practice in the study of international human resource management.
* Be familiar with the approaches to HRM in a number of countries and to understand their similarities and differences.
* Have a better grasp of the specific issues involved in working with people from other cultures and countries.
* Understand the specific issues involved in HRM in multi-national firms, including performance and pay, training and development, and diversity and well-being.

1. **Assessment**

One two-hour unseen written examination.

1. **Essential Reading**

HARZING, A-W. and PINNINGTON, A. (1995). *International Human Resource Management*. 5th edn. London: Sage. (Republished 2018).

BAMBER, G., LANSBURY, R. and WAILES, N. et al. (1987). *International and Comparative Employment Relations*. 7th edn. London: Sage. (Republished 2021).

BREWSTER, C., SPARROW, P. and VERNON, G. et al. (1988). *International Human Resource Management*. 4th edn. London: Kogan Page. (Republished 2016).

KATZ, H. (1999). *Converging Divergences: Worldwide Changes in Employment Systems*. New York: ILR Press. (Republished 2002).