



# Exchange programme Vrije Universiteit

Vrije Universiteit Amsterdam - Exchange programme Vrije Universiteit - 2022-2023

## Exchange

Vrije Universiteit Amsterdam offers many English-taught courses in a variety of subjects, ranging from arts & culture and social sciences, neurosciences and computer science, to economics and business administration.

The International Office is responsible for course approval and course registration for exchange students. For details about course registration, requirements, credits, semesters and so on, please [visit the exchange programmes webpages](#).

# Managing People: a Global Perspective

Course Code	E_IBA2_MPGP
Credits	6.00
Period	P4
Course Level	200
Language Of Tuition	English
Faculty	School of Business and Economics
Course Coordinator	dr. S.E. Beijer
Examiner	dr. S.E. Beijer
Teaching Staff	dr. S.E. Beijer
Teaching method(s)	Study Group, Lecture

## Course Objective

ACADEMIC AND RESEARCH SKILLS – STUDENTS CAN CONDUCT A BASIC INTERNATIONAL RESEARCH PROJECT FROM START TO FINISH

### ACADEMIC SKILLS

After successfully completing this course, the student

- can analyze and demonstrate an understanding of problems from different perspectives (Analysis)

### RESEARCH SKILLS

After successfully completing this course, the student

- is able to translate academic research into practically relevant outcomes, by analyzing data and relating the findings to theory related to HR practices and their alignment with the context (e.g. organizational context, national context, culture, institutions)

### BRIDGING THEORY AND PRACTICE

KNOWLEDGE: Demonstrates theoretical and empirical knowledge concerning the relevant areas in international business administration.

After successfully completing this course, the student:

- can describe the core theories and models that are used to explain the effects of these practices and systems of practices on individual and organizational outcomes.
- can describe theoretical models regarding the relationships between contextual factors and HR practices.
- can explain, contrast, and compare advanced theories, models and concepts of key HR practices that are fundamental to the HRM discipline.

APPLICATION: Can propose a solution to an international real-life business problem by applying relevant theories and methodologies.

After successfully completing this course, the student:

- Is able to provide practical solutions to a real-life HR case by applying theory, observing a real-life organization and interviewing a stakeholder

SOCIAL SKILLS – STUDENTS ARE ABLE TO EFFECTIVELY MANAGE DIFFERENT PROFESSIONAL ROLES IN A CROSS-CULTURAL ENVIRONMENT

After successfully completing this course, the student:

- is able to present (in writing) on substantive aspects of HR practices
- can explain the role and need of a stakeholder in the firm
- can work well in a team and reflect on his/her own role in the team
- is sensitive to cross-cultural differences, understands how these translate into social contexts and is able to deal with those differences in social interactions

BROADENING YOUR HORIZON - STUDENTS ARE ABLE TO REFLECT ON THE ETHICAL AND SOCIAL IMPLICATIONS OF PROFESSIONAL AND GOVERNMENTAL DECISIONS

After successfully completing this course, the student:

- is able to describe trends and challenges in organizational context
- can identify national and international societal issues that impact HR

practices.

## Course Content

The courses in this semester centre around the international context of the international business environment. Period 4 specifically introduces you to the environment of developed economies and what this means for different disciplines, in this case HRM. The course will provide you with in-depth knowledge on the key HR practices that are used in contemporary organizations. Also, you will learn to examine these practices in their wider context. Attention is not only paid to how practices fit the organizational context, but special attention is paid to examining practices based on a global perspective by studying how practices differ across national contexts. The core practices examined include training and development, performance management, participation and communication, recruitment and selection, and compensation. Core models on how these HR practices relate to individual and organizational outcomes are discussed. In addition to learning about the various individual practices, you will gain insight in the interplay between practices to understand how bundles and systems of practices can be strategically used to enhance organizational goals. Current world wide trends and challenges, such as the war for talent, will be discussed and specific HR practices related to these challenges are examined. Factors in the national and international context are studied and used to explain the use and effectiveness of certain HR practices.

## Additional Information Teaching Methods

Lectures  
Tutorials

## Method of Assessment

Written exam – Individual assessment  
Group assignment – Group assessment  
Individual assignment – Individual assessment  
Presentation – Group assessment

## Literature

Book: Brewster, C., Houldsworth, E., Sparrow, P, & Vernon, G. (2016). International Human Resource Management. CIPD. 4th edition.

Selection of papers: See manual section 6. Study material

## Recommended background knowledge

2.1 HRM & OB