

**WILMINGTON UNIVERSITY**  
**COLLEGE OF BUSINESS**  
**BASIC COURSE INFORMATION**

**COURSE TITLE:** International HR

**COURSE NUMBER:** MHR 7600

**PRE-REQUISITE(S):** NONE

**COURSE DESCRIPTION:**

This course is designed to be aligned to the overall business strategy. Learn how to design and implement procedures and programs that will engage a global workforce. Discuss global compensation strategies that are aligned with the organization's business objectives. Communication differences from a cultural standpoint as they relate to human resource issues will also be addressed.

- A-1 Evaluate the dimensions of international HRM.
- A-2 Summarize the factors that differentiate international and domestic HRM.
- A-3 Generalize how cultural differences impact international HR Management.
- A-4 Evaluate how local, regional, and international law impacts the effective administration of international HRM policies and practices.

**GOAL B:**

The student will generalize how the company's strategic approach to business affects international HRM in that company.

**Learning Objectives:** The student will:

- B-1 Assess the elements of a comprehensive global HR strategy.

- B-2 Compare the key metrics, analysis, and technologies used to benchmark international HRM.
- B-3 Compare the context of employment relations in various nations: economic, historical, legal, social, and political.

**GOAL C:**

The student will be able to analyze the functions of IHRM are strategic organization's business plan.

**Learning Objectives:** The student will:

C-1