Title of the Module/Unit	Module Number 14: International HRM / Module Reference HRM06
Module/Unit Description In this section kindly provide a brief description of the module	This module will focus on the development and implementation of international HRM practices focusing on inclusion, cultural adaptability, standardisation of HRM practices across different countries, and the mass individualisation that is present in both global and international organisations. The module will also cover the challenges of expats, of people working abroad, as well as the opportunities for development that such experiences present to employees. Issues related to familiarisation to different cultures, different expectations and also different standards that employees working abroad have to handle. Participants will be exposed to the concepts of multiculturalism, universal HR practices and also the opportunities and challenges of working within different cultures.
Learning Outcomes	**Competences:**
Autonomy and Responsibility: Collaborate, comply, deal with, ensure, be responsible for, carry out tasks, guide, supervise, monitor, authorise, manage, create, produce, represent, advise, negotiate, sell, etc. **Knowledge and Understanding:** count, define, describe, draw, find, identify, label, list, match, name, quote, recall, recite, sequence, tell, write, etc. (Example of learning outcome structure: Action Verb + Object + Context *Identify basic different range of glassware and state their use.)*	At the end of the module/unit the learner will be able to: a) Develop international HRM practices and procedures, and apply these universal practices within an organisation; b) Deal with and incorporate international influences and cultural differences in various HRM practices; c) Monitor international work experience as an avenue of improving employees' professionalism, growth and motivation; d) Assign different working practices from different countries to enable the professional employee to develop holistic job characteristics and capabilities; e) Implement the role and policies of the mother company and its' country of origin practices to characterise the international HRM practices of the whole organisation.
	Knowledge:
	At the end of the module the learner will have been exposed to: a) Adopt an approach to people management that is based upon the main characteristics of internationalisation of HRM practices; b) Adapt the HRM strategy to take into consideration the international HRM practices of the employees living and working in different countries;

Applying Knowledge and Understanding: apply, practice, demonstrate, show, plan, design, operate, assemble, use, construct, prepare, create, compose, arrange (Example of learning outcome structure: Action Verb + Object + Context *Apply principles of good practice to dispense, supply and administer medicinal products and other activities in a pharmacy.)*	c) Demonstrate how cultural differences result in different expectations of employees from different countries; d) Show how to manage and motivate a multicultural workforce.
	Skills:
	At the end of the module the learner will have acquired the following skills: a) Identify and manage the main concerns and issues of working within international organisations; b) Adapt HR practices to the requirements of the organisation within specific business situations; c) Mediate the long-term challenges and benefits of multiculturalism in HRM; d) Promote international exposures to help employees develop further employability and interpersonal skills.
	Module-Specific Learner Skills *(Over and above those mentioned in Section B)* At the end of the module/unit the learner will be able to a) Explain the importance of exposure to international cultures within organisational HRM strategies; b) Handle multicultural requirements and issues; c) Identify international opportunities for both organisational as well as personal professional growth.
	Module-Specific Digital Skills and Competences *(Over and above those mentioned in Section B)* At the end of the module/unit, the learner will be able to a) Compile and interpret a database with comparisons related to HR practices and policies in different countries; b) Prepare improved powerpoint presentations to be used in presenting information.