

Office of Academic Affairs  
Tarleton State University  
Date Prepared: 12/1/08  
Dates Revised:

### Master Course Syllabus Outline

Department: Management, Marketing and Administrative Systems  
Course Prefix/Number: HRM 589  
Course Title: Global Human Resource Management Practices  
Master Syllabus Approved by Department on: 12/1/08

- I. Catalog Description: A study of basic international business concepts, cultural literacy, and discipline specific content are then applied to practical experiences and activities in the foreign country visited. A study abroad at the student's expense is required. Graduate students will be required to complete an extensive research project in addition to other course requirements. Student may complete a maximum of six hours of COBA sponsored study abroad toward degree completion.
- II. Prerequisites: Admission into a COBA graduate program and permission of the instructor. GB 589, MGMT 589, MKTG 589, or HR 589 may not be taken concurrently.
- III. Expanded Course Description: In preparation for and as part of a short term study abroad, the student will become acquainted with concepts of human resource management in the country being visited. The student will prepare and report on a research assignment and be tested over human resource and country material prior to departure. On the study abroad students will maintain a journal of observations and experiences, relating those to the course content. The student will complete the course by submitting a paper which synthesizes the student's research and knowledge of human resource management with the study abroad observations and experiences.

The graduate student and professor will identify a research topic which the student will begin prior to the trip, gather data during the study abroad, and complete after the trip.

- IV. Intended Student Outcomes: (Must include outcomes of knowledge and skills, and may also include behavioral).

At the conclusion of the course the student will:

- A. Identify and discuss the differences in cultural and business practices between the country visited and those of the United States.
- B. Delineate elements of the business environment of the country visited.
- C. Exhibit an appreciation of the aesthetic, cultural, and business norms of the country

visited.

- D. Be proficient in the day-to-day use of the currency of the country visited.
  - E. Recognize and speak basic terms in the language of the country visited.
  - F. Ascertain differences between human resource management operations in the country visited and those typically observed in the U.S.
  - G. Become aware of the importance of teamwork and being a reliable member of a team in a foreign environment.
  - H. Synthesize observations and experiences from the study abroad with prior research and human resource management concepts into an acceptable written report.
  - I. Recommend human resource management practices from the country visited that might be successfully integrated into domestic operations.
  - J. Have delineated a research topic related to the country visited, gathered data, and prepared a appropriate graduate-level research paper which generates new knowledge or further develops existing research.
- V. Unless otherwise stipulated in this master syllabus by the department, the following items are subject to faculty discretion as described in each faculty member's individual course outline/syllabus:
- a) Course Requirements
  - b) Required Text(s)
  - c) Bibliography
- VI. Academic Honesty: Cheating, plagiarism (submitting another person's materials or ideas as one's own), or doing work for another person who will receive academic credit are all-impermissible. This includes the use of unauthorized books, notebooks, or other sources in order to secure or give help during an examination, the unauthorized copying of examinations, assignments, reports, or term papers, or the presentation of unacknowledged material as if it were the student's own work. Disciplinary action may be taken beyond the academic discipline administered by the faculty member who teaches the course in which the cheating took place.
- VII. Students With Disabilities Policy: It is the policy of Tarleton State University to comply with the Americans with Disabilities Act (ADA) and other federal, state, and local laws relative to the provision of disability services. Students with disabilities attending Tarleton State University may contact the Office of Disability Services at (254)968-9478 to request appropriate accommodation. Furthermore, formal accommodation requests cannot be made until the student has been officially admitted to Tarleton State

University.

Department Head Signature/Date:

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Signature

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Date