BH3393 – GLOBAL WORKING

Module Number: BH3393

Module Title: Global Working

Number of Aston Credits: 10

Total Number of ECTS Credits: 5
(European Credit Transfer)

Staff Member Responsible for the Module:

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Other Staff Contributing to the Module:

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Availability: Please see office hours on door or group administrator, Jenny Thompson, SW8002, Extension 3257

Pre-Requisite(s) for the Module: BH1107 Organisational Behaviour

Module Learning Outcomes:

This module seeks to develop students' understanding of and skills for operating in the global business environment.

Upon successful completion of the module students will be able to:

1. Critically evaluate the essential theories, models and practices arising from working in an international / multicultural environment.

2. Demonstrate appreciation of how working in an international and multicultural work environment impacts on employees' work experiences.

3. Develop skills in the critical analysis and evaluation of complex contemporary issues in the global business arena.

4. Develop appropriate organisational policies, procedures and practices for working in multinational and multicultural teams.

5. Demonstrate abilities to work within a group and individual context to explore and explain key concepts and analyses in both written and oral format.

Module Content:

Week 1: Trends and challenges of globalisation

Week 2: Cultural differences between countries

Week 3: Differences in organisational behaviour between countries (1)

Week 4: Differences in organisational behaviour between countries (2)

Week 5: Socioeconomic differences between countries and HR implications

Week 6: The role of HR in a global context

Week 7: HR outsourcing (Guest lecture by Pawan Budhwar)

Week 8: Teamwork in a global context

Week 9: Leadership in a global context

Week 10: Student presentations

Week 11: Revision

International Dimensions:

Given the international focus of the module, the content will reflect differences and similarities between cultures and organisational practices. Its core theme is the appreciation and valuing of diversity in the international context.

Corporate Connections:

The complexities and integrative nature of the issues discussed in the module lend themselves to analysis through the use of practical applied case study work. Students will be encouraged to discuss and reflect intercultural experiences from their placement year.

Links for Research:
Global Working is a topic around which several members of the Work and Organizational Psychology Group have developed expertise. This expertise in global working within both the private and health-care sector is shared with students throughout the module.

Method of Learning and Teaching:
(Including Composition of learning hours)

Methods of learning – lectures, group activities, case studies, discussions, group presentation and individual reflection on key themes

Interactive lectures provide an overview of the topic areas. While these are primarily tutor-led, parts of the sessions will be student-led. Students will prepare presentations on aspects of the international environment which will form the basis for discussion of international comparisons.

Case studies will also form a significant proportion of the module input. Through such work students will explore the issues arising from practical experiences of the international and multicultural environment.

Learning Hours	
Contact Hours	22 Hours
Assessment	2 Hours
Preparation for presentation	16 Hours
Reading and individual study	60 Hours
Total	**100 Hours**

Ethical Approval:

This module does not require any primary research and no ethical approval will be necessary.

Assessment and Feedback:

Assessment is via a closed-book exam (80%) and a group presentation in class (20%).

The closed-book exam (80%) assesses the ability to apply substantive knowledge, analyse and evaluate critical situations and formulate decisions. Moreover, it assesses the ability to present ideas concisely and develop a critical argument. (Learning outcomes 1, 2, 3 & 4)

For the presentations (20%), students will be assigned to culturally diverse groups of 3-6 members, depending on class size. All group presentations take place in class in Week 10. In the presentation, students are required to present a single country in terms of culture, political-economic system and the implications of these features for foreign companies (especially their HRM) in theses countries. Students should apply content from Weeks 1-9 to this analysis (see Learning Outcomes 1, 2, 3 & 5). Indicative literature for presentations is given below (see Background Readings). Each presentation group is given a mark depending on the content and formal features of the presentation (structure, clarity), with equal weights on these 2 aspects. By default, all members of a group receive the same mark, except if at least one group member raises concerns or if the lecturer notices significant differences

in the contributions of the single group members. In this case, marks are allocated to students according to their contributions, following the “Guidelines for the setting of group work assignments”. For this purpose, students are required to keep records of group work in the form of notes from group meetings, to allow a full evaluation of contribution and effort, and should bring to the attention of the module lecturer any problems in the group at an early stage.

Students are encouraged to utilise lecturer office hours to obtain more detailed feedback and advice.