



Proyecto/Guía docente de la asignatura

Asignatura	Expatriate Executives and Workers Management		
Materia	D1. Business Internationalization		
Módulo	Business		
Titulación	Máster Comercio Exterior		
Plan	631	Código	52279
Periodo de impartición	2º Cuatrimestre	Tipo/Carácter	OB
Nivel/Ciclo		Curso	
Créditos ECTS	3		
Lengua en que se imparte	Inglés		
Profesor/es responsable/s	Sergio Castaño Riaño / Sara Pinillos Franco		
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Departamento	Organización de Empresas y CIM		



1. Situation / Meaning of the Subject

1.1 Contextualization

"Expatriate Executives and Workers Management" is part of the subject "Company internationalization" within the "Business Activity" module.

It is taught in the second semester when issues related to Human Resources management can be addressed in the case of international business.

1.2 Relationship with other subjects

The subject of "Expatriate Executives and Workers Management" complements a fundamental facet in the internationalization processes of companies. It focuses on the work carried out by Human Resources departments for the proper functioning of all issues related to the activity of companies in international markets.

1.3 Prerequisites

Previous knowledge of the functioning of international markets.





2. Competences

2.1 Generals

G1: Acquire a global and multicultural vision by applying the knowledge and skills necessary to organize, direct, and manage a company in international markets.

G2: Acquire intercultural training at its different levels (linguistic, economic, social), to handle the opportunities and difficulties presented by markets, cultural differences, and legal frameworks.

2.2 Specific

E1: Acquire the skill of putting into operation and knowing how to manage the internationalization or foreign expansion plans of a company or product.





3. Objectives

Knowing the essential functions of HR Management and the singularities in the case of displaced workers.

Being able to design the performance of a worker abroad by addressing the different needs before, during, and after an international assignment.





4. Contents

Section 1: "Internationalization and Human Resources needs"

ECTS: 1.5

a. Contextualization and justification

People's behavior has a decisive impact on Economic and social action. Therefore, the success or failure of a company depends on human action, of the action of its human resources.

Most of the international companies coincide in pointing out the relevance of qualified personnel in efforts to achieve the development and growth of operations abroad.

b. Learning objectives

Knowing the importance of HR in international business and the unique capabilities of international managers.

c. Contents

Strategic HR management in international business.
Expatriate managers: advantages and disadvantages.
Contracting policies.

d. Teaching methods

Master class, practical seminar, case study and exhibition of works.

e. Workplan

2.5 h. dedicated to theoretical-expository class. Appropriate texts and readings will be provided.
2.5 h. Dedicated to practical classes with materials, readings, cooperative learning and sharing of proposed exercises.
2 h. dedicated to directed activities; critical viewing of videographic material.

f. Score/Marks

50% Written test on knowledge achieved in the individual study.
50% Assessment of exercises, case studies and other classroom activities.

g. Bibliografy

Daniels, J.D., Radebaugh, L.H. y Sullivan, D.P. (2004): *Negocios Internacionales*, Pearson Educación, México.
Bader, B., Schuster T. y Bader, A.K. (2017). *Expatriate Management: Transatlantic Dialogues*, Palgrave Macmillan, London



i. Necessary resources

Recommended textbook.

Complementary information provided by the teacher.

Information that is collected through the internet, internet access.

j. Time

ECTS	PLANNED DEVELOPMENT PERIOD
1.5	15 sessions

Section 2: “Unique Features of Human Resources Management at the International Level”

ECTS: 1.5

a. Contextualization and justification

The existence of specific factors (different labor markets, differences in management styles and business cultures, difficulties in international employee movements) determines that HR management at the international level is different from the domestic one.

b. Learning objectives

Knowing the peculiarities of HR management internationally.

Being able to program the shift abroad of a worker, considering the different peculiarities of the international assignment.

c. Contents

Recruitment and selection.

Training and professional development.

Compensation.

Repatriation and premature return.

d. Teaching methods

Master class, practical seminar, case study and exhibition of works..

e. Workplan

6 h. dedicated to theoretical-expository class. Appropriate texts and readings will be provided.



5 h. Dedicated to practical classes with materials management, readings, cooperative learning and sharing of proposed exercises.

4 h. dedicated to directed activities; critical viewing of videographic material.

All students will compulsorily make and present an essay on the most relevant aspects of the expatriation of personnel to a specific destination-country.

f. Score/Marks

50% Written test on knowledge achieved in the individual study.

50% Assessment of exercises, case studies and other classroom activities.

g. Bibliografy

Hill, C.W.L. (2007): *Negocios Internacionales, competencia en el mercado global*, McGraw-Hill, México.

Machado, S. (2015): *International Human Resources Management: Challenges and Changes*, Springer, London.

i. Necessary resources

Recommended textbook.

Complementary information provided by the teacher.

Information that is collected through the internet, internet access.

j. Time

ECTS	PLANNED DEVELOPMENT PERIOD
1.5	15 sessions

5. Teaching methods and methodological principles

Throughout the course, we will complement different learning methods. The master class will be the starting point for students to analyze practical cases. In this sense, we will carry out simulations and real case studies. The class activity will be focused on the implementation of deductive and inductive methods with which the student will have to work to establish their conclusions. In any case, it will be active classes in which the students will carry out their activities sometimes in groups and others individually.

**6. Table of student dedication to the subject**

Classroom activities	Hours	No classroom activities	Hours
Theoretical classes	9	Autonomous work on theoretical content	13,5
Practical classes	9	Autonomous work on practical content	13,5
Directed activities	8	Completion of work, reports...	12
Assesment	4	Preparation oriented evaluation	6
Total presencial	30	Total no presencial	45

7. System and characteristics of the evaluation

Activities	Final marks	Remarks
Continuous evaluation	50%	
Exame	50%	

Grading Criteria

- **First call:**
 - Continuous evaluation + Exam
- **Second call:**
 - Continuous evaluation + Exam