



**COURSE OUTLINE
and
SET OF COURSE**

**Course : INTERNATIONAL HUMAN RESOURCE
MANAGEMENT**

Code/credits : EM 345 / 3 SKS

**MANAGEMENT DEPARTMENT
FACULTY OF ECONOMICS
DIPONEGORO UNIVERSITY
SEMARANG**

AN OUTLINE OF TEACHING PROGRAM

COURSE : INTERNASIONAL HUMAN RESOURCE MANAGEMENT

Code / Credit : ED 242 / 3 credit

Brief Description : the course discuss various aspect of international human resource management in multinational corporation (MNC)

General Intruactional : After completing the course student will be able to explain and analysis various concept relevant with

Objectives (GIO) The international human resource management within the mltinational coporation

No	Special Instructional Objectives	Main Theme	Sub-theme	Est. time	References
1.	After completing the session, studentns should be able to explain the enduring context of international human resource management	International HRM context	<ul style="list-style-type: none"> a. Scope b. International HRM c. Cross cultural management d. Comparative management e. Catogories of multinational corporation employee f. Defining expatriate. 	150 minute	<ul style="list-style-type: none"> A. Peter J. Dowling, & Dice Welch (2004). International Human Resource Management, London: Thompson Learning. Hal: 1-22 B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill: Hal 1-35
2.	After completing the session, students should be able to explain the concept of national culture using Hofstede framwork	National culture and national culture dimensions	<ul style="list-style-type: none"> a. Concept of national culture. b. Cultural diversity and value in Culture. c. Cultural Dimensons Hofstede framwork. d. Power distance. e. Uncertainty avoidance. f. Individualism. g. Masculinity 	150 minute	B. pp: 95-110.

3.	After completing the session, students should be able to explain the concept of national culture using Trompenaars framework	National culture and national culture dimensions	<ul style="list-style-type: none"> a. National culture dimension Trompenaars framework. b. Universalism vs particularism. c. Individualism vs collectivism. d. Neutral vs affective e. Specific vs diffuse f. Achievement vs ascription. 	150 minute	B. pp:111-120
4.	After completing the session, students should be able to explain managing across culture	Managing across culture	<ul style="list-style-type: none"> a. Globalization vs national responses b. Cross cultural Differences and similarities c. Doing business in Asian countries. d. Doing business in African Countries e. Doing business in North America f. Doing business in European countries 	150 minute	B.124-150
5.	After completing the session, students should be able to explain the organizational context in IHRM	Organizational context	<ul style="list-style-type: none"> a. Stages of international operation. b. Control Mechanism. c. Mode of operation. 	150 minute	A. pp.29-50 B. pp.243-268
6	After completing the session, students should be able to explain staffing and recruiting policy in IHRM operation in multinational corporation	Staffing philosophy in IHRM Recruiting and selecting staff	<ul style="list-style-type: none"> a. Approach to staffing b. Parent-country national c. Third-country national d. Host-country national e. Selection criteria f. Expatriate roles 		A. pp. 57-110. B. .pp. 387-407
7	After completing the session, students should be able to explain the intercultural communication	Intercultural communication	<ul style="list-style-type: none"> a. Overall communication process. b. International communication comparisons. 	150 minute	A. pp.270-290.

			<ul style="list-style-type: none"> c. Communication flows. d. Communication barriers. e. Impact of culture on communication f. Achieving communication effectiveness. 		
8.	After completing the session, students should be able to explain training and development	Training and development	<ul style="list-style-type: none"> a. Reasons for training and development in IHRM. b. The role of expatriate training. c. Types of training program d. Cross cultural training. e. Organization Development f. OD in international settingi. 	150 minute	<ul style="list-style-type: none"> A. pp.117-135. B. pp. 423-48
9.	After completing the session, students should be able to explain career issues in IHRM	Re-entry and career issues	<ul style="list-style-type: none"> a. Repatriation process. b. Individual reaction to re-entry c. Multinational responses. d. Designing repatriation program. 	150 minute	<ul style="list-style-type: none"> A. pp.159-177. B. pp. 408-414
10.	After completing the session, students should be able to explain motivation theory	Theories of motivation and motivation across culture	<ul style="list-style-type: none"> a. Nature of motivation and universalist assumption b. Need hierarchy theory . c. Two Factor theory of motivation. d. Achievement motivation theory e. International finding on motivation research. 	150 minute	B.pp 332-. 356
11	After completing session course, students should be able to explain leadership	Leadership theories and leadership across culture	<ul style="list-style-type: none"> a. Foundation of leadership. b. Leadership behavior and styles. c. Leadership in the international context 	150 minute	B. pp. 362- 380

			<ul style="list-style-type: none"> d. Japanese leadership approaches. e. United States leadership approaches f. Middle East leadership approaches. g. Leadership approaches in developing countries. 		
12.	After completing the session, students should be able to explain performance management	Performance management	<ul style="list-style-type: none"> a. Multinational performance management. b. Performance management of international employees. c. Model of expatriate performance management. d. Performance appraisal of international employees. 		A. pp. 231-253.
13.	After completing the session, students should be able to explain compensation	Compensation management	<ul style="list-style-type: none"> a. Objective of international compensation. b. Key components of an international compensation program. c. Approches to international compensation. 	150 minute	A. pp.139-156
14.	After completing the session, students should be able to explain Industrial Relations	Industrial relations	<ul style="list-style-type: none"> a. Industrial relations in international context. b. Trade union and international industrial c. Response of trade unions to multinatinals d. Industrial democracy e. Comparative industrial democracy. 	150 minute	A.pp. 451-470. B. pp.209-225

DETAIL TEACHING PRORAM

Course : **INTERNATIONAL HUMAN RESOURCE MANEGMENT**
 Code : ED 242 – 3 SKS
 Duration : 1 x 3 x 50 menit
 Session : 1

A. Objective :

1. General Instructional Objective :

The course is design to help student undertand various concept in International Human Resource Management (IHRM) adn their application in multinational corporation (MNC).

2. Specific Intructional Objective :

After completing the course, student will be able to:

- a. Explain then scope of IHRM
- b. Explain managing across culture
- c. Explain why manager need to understand IHRM

B. Subject : Context of IHRM

- C. Sub-Subject** : 1. The scope of IHRM
 2. Managing across culture
 3. Compariosn domestic HRM and IHRM
 4. Categories of internasional employee
 5. Concept of expatiate

D. Learning Activities

Activities	Teacher Activities	Student Activities	Media
Introduction	1. Explain IHRM course plan for one semester semester. 2. Explain the benefits of studying IHRM 3. Explain GTO dan Specific Teaching obejctive 4. Explain grading method for the course	1. To pay attention 2. To ask questions	OHT, OHP & whiteboard
Presentation	1. Explain the scope of IHRM 2. Context of IHRM	1. Taking note 2. Asking question	OHT, OHP & whiteboard

	3. Managing across culture 4. Comparison of domestic and IHRM 5. Categories of international employee 6. Concept of expatriate		
Closing	1. Summarized the presentation 2. Ask to students 3. Assign to students for the next session	1. Discussion 2. Question and answer	OHT, OHP & whiteboard

E. Evaluasi :

Teacher ask student to answer question or to analysis short case study in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning. Hal: 1-22
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill: Hal 1-35

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Code : ED 242 – 3 SKS

Duaration : 1 x 3 x 50 menit

Session : 2

A. Objective:

1. General Instructional Objective (GIO) :

After completing the session, students will be able to explain concept of national culture and its relation to human resource practice.

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain concept of national culture by using Hofstede framework
- b. Explain globalization challenge
- c. Explain Power distance

- d. Explain Uncertainty avoidance
- e. Explain individualism/collectivism
- f. Explain masculinity/femininity

B. Subject : Concept of national culture

- C. Sub-Subject** :
- 1. Hofstede framework
 - 2. Power distance
 - 3. Uncertainty avoidance
 - 4. Individualism/collectivism
 - 5. Masculinity/femininity

D. Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	<ul style="list-style-type: none"> 1. Explain the Hofstede framework that will be discussed in the second session 2. Explain benefits for studying Hofstede framework 3. Explain GIO & SIO 	<ul style="list-style-type: none"> 1. Pay attention 2. Ask question 	OHT, OHP & whiteboard
Presentation	<ul style="list-style-type: none"> 1. Explain the concept of national culture 2. Explain national culture dimensions; Hofstede framewrok 3. Power distance 4. Uncertainty Avoidance 5. Individualism/collectivism 6. Masculinity/femininity. 	<ul style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard
Closing	<ul style="list-style-type: none"> 1. Summarized the presentation 2. Ask to students 3. Assign to students for the next session 	<ul style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT
Code : ED 242 – 3 SKS
Duaration : 1 x 3 x 50 menit
Session : 3

A. Objective:

1. General Instructional Objective (GIO) :

After completing the session, students will be able to explain concept of national culture by using Trompenaar framework.

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain concept of national culture by using Trompenaar framework
- b. Explain Universalism vs particularism
- c. Explain Individualism vs collectivism
- d. Explain parochialism vs professionalism
- e. Explain Neutral vs affective
- f. Explain Achievement vs ascription

B. Subject : Concept of national culture

C. Sub-Subject : 1. Trompenaar framework

2. Universalism vs particularism
3. Individualism vs collectivism
4. Parochialism vs professionalism
5. Neutral vs affective
6. Achievement vs ascription

D. Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	<ol style="list-style-type: none"> 1. Explain the Trompenaar framework that will be discussed in the 3rd session 2. Explain benefits for studying Trompenaar framework 3. Explain GIO & SIO 	<ol style="list-style-type: none"> 1. Pay attention 2. Ask question 	OHT, OHP & whiteboard
Presentation	<ol style="list-style-type: none"> 1. Explain national culture dimensions: Trompenaar framework 2. Universalism vs particularism Uncertainty Avoidance 3. Individualism/collectivism 4. Parochialism vs professionalism 5. Neutral vs affective 6. Achievement vs ascription 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard
Closing	<ol style="list-style-type: none"> 1. Summarized the presentation 2. Ask to students 3. Assign to students for the next session 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT
Code : ED 242 – 3 SKS
Duration : 1 x 3 x 50 menit
Session : 4

A. Objective:

1. General Instructional Objective (GIO) :

After completing the session, students will be able to explain Managing across culture.

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain Globalization vs national responses
- b. Explain Cross cultural Differences and similarities
- c. Explain Doing business in Asian countries
- d. Explain Doing business in African Countries
- e. Explain Doing business in North America
- f. Explain Doing business in European countries

B. Subject : Managing across culture

C. Sub-Subject : 1. Globalization vs national responses

2. Cross cultural Differences and similarities

3. Doing business in Asian countries
4. Doing business in African Countries
5. Doing business in North America
6. Doing business in European countries

D. Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	<ol style="list-style-type: none"> 1. Explain the Managing across culture that will be discussed in the 4th session 2. Explain benefits for studying Managing across culture 3. Explain GIO & SIO 	<ol style="list-style-type: none"> 1. Pay attention 2. Ask question 	OHT, OHP & whiteboard
Presentation	<ol style="list-style-type: none"> 1. Explain Globalization vs national responses 2. Cross cultural Differences and similarities 3. Doing business in Asian countries 4. Doing business in African Countries 5. Doing business in North America 6. Doing business in European countries 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard
Closing	<ol style="list-style-type: none"> 1. Summarized the presentation 2. Ask to student 3. Assign to students for the next session 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denise Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT
 Code : ED 242 – 3 SKS
 Duaration : 1 x 3 x 50 menit
 Session : 5

A. Objective:

1.General Instructional Objective (GIO) :

After completing the session, students will be able to explain the organizational context in IHRM

2.Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain stages of international operation
- b. Explain control Mechanism

c.Individulaism/collectivism

B. Subject : The organizational context in IHRM

C. Sub-Subject :1. Stages of international operation
 2. Control Mechanism.
 3.Individulaism/collectivism

D.Learnng Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	1. Explain the organizational context in IHRM that will be discussed in the 5th session	1.Pay attention 2.Ask question	OHT, OHP & whiteboard

	<ol style="list-style-type: none"> 2. Explain benefits for studying the organizational context in IHRM 3. Explain GIO & SIO 		
Presentation	<ol style="list-style-type: none"> 1. Explain Stages of international operation 2. Explain Control Mechanism. 3. Mode of operation. 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard
Closing	<ol style="list-style-type: none"> 1. Summarized the presentation 2. Ask to students 3. Assign to students for the next session 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT
 Code : ED 242 – 3 SKS
 Duration : 1 x 3 x 50 menit
 Session : 6

A. Objective:

1. General Instructional Objective (GIO) :

After completing the session, students will be able to explain Staffing philosophy in IHRM

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain Approach to staffing
- b. Explain Parent-country national
- c. Explain Third-country national
- d. Explain Host-country national
- e. Explain Selection criteria
- f. Explain Expatriate roles

B. Subject : Staffing and recruiting policy in IHRM

- C. Sub-Subject** :
- 1. Approach to staffing
 - 2. Parent-country national
 - 3. Third-country national
 - 4. Host-country national
 - 5. Selection criteria
 - 6. Expatriate roles

D. Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	<ul style="list-style-type: none"> 1. Explain staffing and recruiting policy in IHRM that will be discussed in the 6th session 2. Explain benefits for studying staffing and recruiting policy in IHRM 3. Explain GIO & SIO 	<ul style="list-style-type: none"> 1. Pay attention 2. Ask question 	OHT, OHP & whiteboard
Presentation	<ul style="list-style-type: none"> 1. Explain Approach to staffing 2. Explain Parent-country national 3. Explain Third-country national 3. Explain Host-country national 4. Selection criteria 5. Doing business in Asian countries 6. Expatriate roles 	<ul style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard

Closing	1. Summarized the presentation 2. Ask to student 3. Assign to students for the next session	1. Take a note 2. Ask question	OHT, OHP & whiteboard
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E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Code : ED 242 – 3 SKS

Duaration : 1 x 3 x 50 menit

Session : 7

A. Objective:

1. General Instructional Objective (GIO) :

After completing the session, students will be able to explain Intercultural communication

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain Overall communication pocess
- b. Explain International communication

- c. Explain Communication flows.
- d. Explain Communication barriers
- e. Explain Impact of culture on communication
- f. Explain Achieving communication effectiveness

B. Subject : Intercultural communication

- C. Sub-Subject** :
- 1. Overall communication process
 - 2. International communication comparison
 - 3. Communication flows.
 - 4. Communication barriers
 - 5. Impact of culture on communication
 - 6. Achieving communication effectiveness

D. Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	1. Explain Intercultural communication that will be discussed in the 6th session 2. Explain benefits for studying Intercultural communication 3. Explain GIO & SIO	1. Pay attention 2. Ask question	OHT, OHP & whiteboard
Presentation	1. Explain Overall communication process 2. Explain International communication 3. Explain Communication flows. 4. Explain Impact of culture on communication 5. Achieving communication effectiveness	1. Take a note 2. Ask question	OHT, OHP & whiteboard
Closing	1. Summarized the presentation 2. Ask to student	1. Take a note 2. Ask question	OHT, OHP &

	3.Assign to students for the next session		whiteboard
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E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT
 Code : ED 242 – 3 SKS
 Duuration : 1 x 3 x 50 menit
 Session : 8

A. Objective:

1.General Instructional Objective (GIO) :

After completing the session, students will be able to explain training and development

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain Reasons for training and development in IHRM.
- b. Explain The role of expatriate training
- c. Explain Types of training program
- d. Explain Cross cultural training
- e. Explain Organization Development

f. Explain OD in international setting

B. Subject : Training and development

C. Sub-Subject :1. Reasons for training and development in IHRM.

2. The role of expatriate training

3. Types of training program

4. Cross cultural training

5. Organization Development

6. OD in international setting

D.Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	1. Explain training and development that will be discussed in the 8th session 2. Explain benefits for studying training and development 3. Explain GIO & SIO	1. Pay attention 2. Ask question	OHT, OHP & whiteboard
Presentation	1. Explain Reasons for training and development in IHRM 2. Explain The role of expatriate training 3. Explain Types of training program 4. Explain Cross cultural training 5. Organization Development 6. OD in international setting	1. Take a note 2. Ask question	OHT, OHP & whiteboard
Closing	1. Summarized the presentation 2. Ask to student 3. Assign to students for the next session	1. Take a note 2. Ask question	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT
Code : ED 242 – 3 SKS
Duration : 1 x 3 x 50 menit
Session : 9

A. Objective:

1. General Instructional Objective (GIO) :

After completing the session, students will be able to explain re-entry and career issues

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain Repatriation process.
- b. Explain Individual reaction to re-entry
- c. Explain Multinational responses.
- d. Explain Designing repatriation program.

B. Subject : Re-entry and career issues

C. Sub-Subject : 1. Repatriation process
2. Individual reaction to re-entry
3. Multinational responses.

4. Designing repatriation program.

D. Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	1. Explain Re-entry and career issues that will be discussed in the 9th session 2. Explain benefits for studying Re-entry and career issues 3. Explain GIO & SIO	1. Pay attention 2. Ask question	OHT, OHP & whiteboard
Presentation	1. Explain Repatriation process 2. Explain Individual reaction to re-entry 3. Explain Multinational responses. 4. Explain Designing repatriation program.	1. Take a note 2. Ask question	OHT, OHP & whiteboard
Closing	1. Summarized the presentation 2. Ask to student 3. Assign to students for the next session	1. Take a note 2. Ask question	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT
Code : ED 242 – 3 SKS
Duration : 1 x 3 x 50 menit
Session : 10

A. Objective:

1. General Instructional Objective (GIO) :

After completing the session, students will be able to explain theories of motivation and motivation across culture

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain Nature of motivation.
- b. Explain Need hierarchy theory
- c. Explain Two Factor theory of motivation
- d. Explain Achievement motivation theory
- e. Explain International finding on motivation research

B. Subject : Theories of motivation and motivation across culture

C. Sub-Subject : 1. Nature of motivation
2. Need hierarchy theory
3. Two Factor theory of motivation
4. Achievement motivation theory
5. International finding on motivation research

D. Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	<ol style="list-style-type: none"> 1. Explain theories of motivation and motivation across culture that will be discussed in the 10th session 2. Explain benefits for studying theories of motivation and motivation across culture 3. Explain GIO & SIO 	<ol style="list-style-type: none"> 1. Pay attention 2. Ask question 	OHT, OHP & whiteboard
Presentation	<ol style="list-style-type: none"> 1. Explain nature of motivation 2. Explain need hierarchy theory 3. Explain two Factor theory of motivation 4. Achievement motivation theory 5. International finding on motivation research 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard
Closing	<ol style="list-style-type: none"> 1. Summarized the presentation 2. Ask to student 3. Assign to students for the next session 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Code : ED 242 – 3 SKS

Duaration : 1 x 3 x 50 menit

Session : 11

A. Objective:

1. General Instructional Objective (GIO) :

After completing the session, students will be able to explain Leadership theories and leadership across culture

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain Foundation of leadership
- b. Explain Leadership behavior and styles
- c. Explain Leadership in the international context
- d. Explain Asian leadership approaches
- e. Explain United States leadership approaches
- f. Explain Middle East leadership approaches

B. Subject : Leadership theories and leadership across culture

C. Sub-Subject : 1. Foundation of leadership
2. Leadership behavior and styles
3. Leadership in the international context
4. Asian leadership approaches
5. United States leadership approaches
6. Middle East leadership approaches

D. Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	<ol style="list-style-type: none"> 1. Explain Leadership theories and leadership across culture that will be discussed in the 11th session 2. Explain benefits for studying Leadership theories and leadership across culture 3. Explain GIO & SIO 	<ol style="list-style-type: none"> 1. Pay attention 2. Ask question 	OHT, OHP & whiteboard
Presentation	<ol style="list-style-type: none"> 1. Explain foundation of leadership 2. Explain leadership behavior and styles 3. Explain leadership in international context 4. Asian leadership approaches 5. United States leadership approaches 6. Middle East leadership approaches 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard
Closing	<ol style="list-style-type: none"> 1. Summarized the presentation 2. Ask to student 3. Assign to students for the next session 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT
 Code : ED 242 – 3 SKS
 Duuration : 1 x 3 x 50 menit
 Session : 12

A. Objective:

1. General Instructional Objective (GIO) :

After completing the session, students will be able to explain performance management in internatioanl context

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain Multinational performance management
- b. Explain Performance management of international employees
- c. Explain Model of expatriate performance management
- d. Explain Performance appraisal of international employees

B. Subject : Performance management in internatioanl context

C. Sub-Subject : 1. Multinational performance management
 2. Performance management of international employees
 3. Model of expatriate performance management
 4. Performance appraisal of international employees

D. Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	1. Explain performance management in internatioanl context that will be discussed in	1. Pay attention 2. Ask question	OHT, OHP & whiteboard

	<p>the 12th session</p> <p>2. Explain benefits for studying performance management in international context</p> <p>3. Explain GIO & SIO</p>		
Presentation	<p>1.Explain multinational performance management</p> <p>2.Explain performance management of international employees</p> <p>3.Explain model of expatriate performance management</p> <p>4.Explain performance appraisal of international employees</p>	<p>1. Take a note</p> <p>2. Ask question</p>	OHT, OHP & whiteboard
Closing	<p>1.Summarized the presentation</p> <p>2.Ask to student</p> <p>3.Assign to students for the next session</p>	<p>1. Take a note</p> <p>2. Ask question</p>	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT
 Code : ED 242 – 3 SKS
 Duuration : 1 x 3 x 50 menit
 Session : 13

A. Objective:

1.General Instructional Objective (GIO) :

After completing the session, students will be able to explain Compensation management in internatioanl context

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain Objective of international compensation
- b. Explain Key components of an international compensation program
- c. Explain Approches to international compensation

B. Subject : Compensation management in internatioanl context

C. Sub-Subject :1. Objective of international compensation
 2. Components of an international compensation program
 3. Approches to international compensation

D.Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	1. Explain compensation management in internatioanl context that will be discussed in the 13th session 2. Explain benefits for studying compensation management in internatioanl context 3. Explain GIO & SIO	1.Pay attention 2.Ask question	OHT, OHP & whiteboard

Presentation	1.Explain objective of international compensation 2.Explain key components of an international compensation program 3.Explain approaches to international compensation	1. Take a note 2. Ask question	OHT, OHP & whiteboard
Closing	1.Summarized the presentation 2.Ask to student 3.Assign to students for the next session	1. Take a note 2. Ask question	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill

DETAIL TEACHING PROGRAM

Course : INTERNATIONAL HUMAN RESOURCE MANAGEMENT
Code : ED 242 – 3 SKS
Duaration : 1 x 3 x 50 menit
Session : 14

A. Objective:

1.General Instructional Objective (GIO) :

After completing the session, students will be able to explain industrial relations in international context

2. Specific Instructional Objective (SIO):

After completing the session, students will be able to :

- a. Explain trade union and international industrial
- b. Explain response of trade unions to multinationals
- c. Explain industrial democracy
- d. Explain comparative industrial democracy

B. Subject : Industrial relations in international context

- C. Sub-Subject** :
1. Trade union and international industrial
 2. Response of trade unions to multinationals
 3. Industrial democracy
 4. Comparative industrial democracy

D. Learning Activities

Activities	Teaching Activities	Student Activities	Media
Introduction	<ol style="list-style-type: none"> 1. Explain industrial relations in international context that will be discussed in the 14th session 2. Explain benefits for studying industrial relations in international context 3. Explain GIO & SIO 	<ol style="list-style-type: none"> 1. Pay attention 2. Ask question 	OHT, OHP & whiteboard
Presentation	<ol style="list-style-type: none"> 1. Explain trade union and international industrial 2. Explain response of trade unions to multinationals 3. Explain industrial democracy 4. Comparative industrial democracy 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard
Closing	<ol style="list-style-type: none"> 1. Summarized the presentation 2. Ask to student 3. Assign to students for the next session 	<ol style="list-style-type: none"> 1. Take a note 2. Ask question 	OHT, OHP & whiteboard

E. Evaluasi :

Ask students to answer questions for review in the end of the chapter or assign a case to discuss in a group

F. Referensi :

- A. Peter J. Dowling, & Denice Welch (2004). International Human Resource Management, London: Thompson Learning.
- B. Richard Hodgetts & Fred Luthans. (1997) International Management. New York: McGraw-Hill