**Learning Outcomes covered (based on Module Specification)**:

1. Discuss the conceptual problems of both comparative and international analysis of organizational HR practices and national employment systems
2. Compare and contrast national employment systems in order to evaluate the HRM models, policies and procedures in different countries and cultural, institutional and legal constraints
3. Critically assess the importance of political ideology as an influence on government action, policies and legislation and examine the role of management, trade unions and the State from a comparative perspective.

**International and Comparative HRM BHL6002 2019-20**

**Module Leader: El Jaafari Samir**

**Coursework Two: Information, Assessment and Marking Criteria**

**Report Two (3,000 words)**

As Komorebi Villas expands its operations overseas, in your capacity as HR Manager the CEO has asked you to prepare a written brief to:

1. Discuss the rising significance of CSR for international companies alongside alternative mechanisms for improving global labour standards. Explain the role of HR in devising and implementing an effective CSR strategy for Komorebi Villas.
2. Identify how the need to balance both local and global requirements will impact upon the choice of strategy and structure adopted by Komorebi Villas. Evaluate whether the company should adopt a global or multinational strategy and identify how this will influence the HR policies and practices adopted across its subsidiary hotels.
3. Put forward recommendations regarding the HR strategy for the expatriate managers in the three new subsidiary hotels. This should focus on how the managers should be selected, rewarded, and trained and developed. You should also present a rationale on your recommendations.

Part (a) (b) and (c) should be equally weighted.

**Guidelines**

* Your discussion should be in report format and for the attention of the CEO Akio Maki and his senior management team at Komorebi Villas.
* Your report should be structured (with **approximate** word count) as follows:
	+ Introduction (approx 300 words)
	+ Part a (approx 800 words)
	+ Part b (approx 800 words)
	+ Part c (approx 800 words)
	+ Conclusion (approx 300 words)
* In Part (a) you should identify the key drivers for the growing significance of CSR (i.e. anti-globalisation movements, business-case arguments, rise in scope and importance of NGO's such as ILO). You need to evaluate the role that the HR department at Komorebi Villas can play in devising CSR policy, including creating codes of conduct.

**Submission Details:**

* Method: Coursework should be submitted via **TURNITIN.**
* Deadline: **4pm on Friday 15th May 2020**.
* Students must submit before due date. Any late assessments will not be accepted.
* Marks/Feedback: available four weeks after the submission date.
* The university's regulations concerning cheating, collusion and plagiarism apply to this assessment.

**Key Skills:** The key skills addressed through this assessment are communication, numeracy, technology, learning and study, problem solving.

**Harvard Referencing:** A complete reference list which **MUST** conform to the Harvard System of Referencing must be included at the end of your assignment.