



<b>PROGRAM</b>	<b>Master of Business Administration</b>
<b>SEMESTER</b>	<b>3</b>
<b>COURSE TITLE</b>	<b>International Human Resource Management</b>
<b>COURSE CODE</b>	<b>04MB0323</b>
<b>COURSE CREDITS</b>	<b>03</b>
<b>COURSE DURATION</b>	<b>42 sessions</b>

**COURSE OUTCOMES:**

- ❖ Explain the issues related to International Human Resource Management.
- ❖ Develop skills in sourcing Human Resources for global markets.
- ❖ Classify International Training and Development need.
- ❖ Explain the strategic importance of international compensation.
- ❖ Critically analyse international industrial relations and different global issues in HRM.

**COURSE CONTENTS:**

<b>Unit No</b>	<b>Unit / Sub Unit</b>	<b>Sessions</b>
I	<b>Introduction of IHRM:</b> Defining international HRM, Difference between domestic and International HRM, The changing context of IHRM, The cultural context of IHRM, Standardization and Localization of HRM Practices, The path to global status, Control Mechanisms, Mode of operation, case study	9
II	<b>Sourcing Human Resources for Global Markets:</b> Approaches to staffing, Transferring staff for international business activities, The role of an expatriates, The role of non-expatriates, Recruitment and Selection of International Managers, Expatriate Failure and Success, Selection Criteria, Dual Career Couples. case study	9
III	<b>International Performance Management:</b> Introduction, Multinational Performance Management, Control and Performance Management, Performance Management of International Employees, Performance Appraisal of International Employees. <b>International Training, Development and Careers:</b> The role of expatriate training, components of effective pre-departure training, developing staff through international assignments, case study	8
IV	<b>Repatriation:</b> Re-Entry and Career Issues, Repatriation Process, Individual reactions to re-entry, Multinational responses, designing a repatriation program <b>International Compensation:</b> Objectives of International compensation, Key components of an international compensation program, Approaches to International compensation, Patterns in complexity, case study	8
V	<b>International Industrial Relations and the Global Institutional Context:</b> Introduction, Key issues in International Industrial relations, The response of trade unions to multinationals, Regional integration: the European Union(EU), The issues of social dumping, Managing Human Resources in 'Off shoring Countries' <b>Global issues in HRM:</b> Retaining, developing and retrenching staff, HR implications of language, standardization, monitoring the HR practices of host country sub-contractors. case study	8



**EVALUATION:**

The students will be evaluated on a continuous basis and broadly follow the scheme given below:

<b>Component</b>		<b>Weightage</b>
A	Continuous Evaluation Component (Assignments / Presentations/ Quizzes / Class Participation/ etc.)	20%
B	Internal Assessment	30%
C	End-Semester Examination	50%

**SUGGESTED READINGS:**

**Text Books:**

<b>Sr.No</b>	<b>Author/s</b>	<b>Name of the Book</b>	<b>Publisher</b>	<b>Edition &amp; Year</b>
<b>T-01</b>	Peter. J. Dowling, Marion Festing and Allen D. Engle, Sr.	International Human Resource Management	Cengage Learning	6 <sup>th</sup> , 2013
<b>T-02</b>	Tony Edwards & Chris Rees	International Human Resource Management	Pearson Education	1 <sup>st</sup> , 2006

**Reference Books:**

<b>Sr. No</b>	<b>Author/s</b>	<b>Name of the Book</b>	<b>Publisher</b>	<b>Edition &amp; Year</b>
<b>R-01</b>	Dennis R. Briscoe Randall S. Schuler Lisbeth Claus	International Human Resource Management: Policies and practices for multinational enterprises	Routledge's	3 <sup>rd</sup> , 2009
<b>R-02</b>	Christopher Brewster, Elizabeth Houldsworth, Paul Sparrow, Guy Vernon	International Human Resource Management	The Chartered Institute of Personnel and Development	4 <sup>th</sup> , 2016
<b>R-03</b>	K Aswathappa	International Human Resource Management	Mc Graw Hill India	2 <sup>nd</sup> , 2012