



Course Title: **FUNDAMENTALS OF INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

L	T	P/S	SW/FW	TOTAL CREDIT UNITS
2	1	-	-	3

Course Code: **HR305** Credit Units: **3**

### Course Objectives:

The objective of this course is to familiarize the students with the diversity of HRM in an international context and the key HR challenges facing organizations working internationally.

This course emphasizes on developing a theoretical grasp of issues and problems and an understanding of practical implications of various theories of human behavior at work.

This course aims at introducing the students to many of the basic principles of human behavior that effective managers use when managing individuals and groups in organizations within a global environment. This course will acquaint students with the theories of behavior of people in modern global organizations.

**Pre-requisites:** Completion of following course is required before taking the class: Human Resource Management. It is also expected that student will have basic understanding of the concepts of globalization and internationalization.

### Student Learning Outcomes:

By the end of the course students will demonstrate proficiency in the concept of international human recourse management, apply theories and practice the same through assignments. Recognize and analyze various issues and practices pertaining to the major HRM functions within the context of multinational environment.

Students will identify and review the skills for recruiting and selecting staff for international assignments, multinational performance management, compensation system and international Labour Relations.

**Course Contents/Syllabus:**

	<b>Weightage (%)</b>
<b>Module I</b> Internationalization	<b>10%</b>
<b>Descriptors/Topics</b> Introduction to IHRM Definition, reasons for going global, Features, elements Approaches to IHRM, Difference between IHRM and Domestic HRM, Reasons for emergence of IHRM, Model of IHRM, Internationalization of HRM, Domestic and International HRM, Factors influencing the global work environment, expatriation-repatriation, Women Expatriates.	
<b>Module II</b> Strategic Human Resource Management	<b>25%</b>
<b>Descriptors/Topics</b> Strategic HRM , Strategic IHRM, Integrating the business and HR strategies, Formulating HR strategy, Relationship between International Strategy and SIHRM, International Transfer and repatriation strategies, Problems of Repatriation, rewards in the international context, Global work-life management,	
<b>Module III</b> Cross-Cultural Management	<b>25%</b>
<b>Descriptors/Topics</b> Introduction to Culture - Key Concepts, Determinants of Cultural Identity, Cultural diversity, Study the impact of culture on employee behavior and business operations, Culture Shock and ways to overcome it, Frameworks for Mapping the Culture, Concept of Geert Hofstede value dimension framework, Approaches to Understanding Cultural Diversity: Achieve global model, Halls and Halls cross cultural.	
	<b>25%</b>

<p><b>Module IV International Recruitment, Training and Rewards</b></p> <p><b>Descriptors/Topics</b></p> <p>Approaches of Recruitment: Ethnocentric, Poly-centric, Regio-centric ,Geo-centric , advantages and disadvantages of different selection methods, different approaches to multinational staffing decisions ,Latest recruitment methods using head-hunters, cross-national advertising, e-recruitment;</p> <p>Selection criteria and techniques, use of selection tests, interviews for international Selection, international staffing issues, Global Staffing Practices: Japan, USA, China, France, Britain,</p> <p>Training Global executives, Pre departure Training, Diversity training: ASKE Model, Repatriate training,</p> <p>International trends in Rewards and recognition of employees</p>	
<p><b>Module V Management and Compensation in International Business</b></p> <p><b>Descriptors/Topics</b></p> <p>Compensation In international perspective, the framework and practices in countries, key components of international compensation, Approaches to international compensation, global compensation: emerging issues. issue of double taxation, International Labour laws an overview, HRM Practices &amp; Emerging Trends: North America, South America, Europe, China, Middle East , Japan, Canada .</p>	<p><b>15%</b></p>

**Pedagogy for Course Delivery:**

**The course will be theory and application based.**

**Methods utilized**

- Lecture and class discussion
- Case study and Individual assignments
- Team project/assignment

**Assessment/ Examination Scheme:**

<b>Theory L/T (%)</b>	<b>Lab/Practical/Studio (%)</b>	<b>End Term Examination</b>
<b>100</b>		<b>100</b>

**Theory Assessment (L&T):**

<b>Continuous Assessment/Internal Assessment</b>					<b>End Term Examination</b>
<b>Components (Drop down)</b>	<b>CT</b>	<b>HA</b>	<b>C</b>	<b>V</b>	<b>EE</b>
<b>Weightage (%)</b>	10	10	5	5	70

**Lab/ Practical/ Studio Assessment:**

	<b>Continuous Assessment/Internal Assessment</b>				<b>End Term Examination</b>		
<b>Components (Drop down)</b>							
<b>Weightage (%)</b>							

### **Text & References:**

- **Dowling, Peter; Title: International human resource management - Managing people in a multinational context; Publisher: Thompson.**
- **Bhatia S K, Title :International Human Resource Management-a global perspective: Publisher: Deep & Deep Publications Pvt.Ltd**

### **References:**

- **By Monir H. Tayeb International Human Resource Management: A Multinational Company Perspective, Oxford University Press.**
- **By Paul Sparrow, Chris Brewster, Hilary Harris; Pub. Taylor and Francis, Globalizing Human Resource Management; Oxford University Press.**

### **Any other Study Material:**

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- **By [.Briscoe](#) R. Dennis , [.Schuler](#) S. Randall :International Human Resource Management: Policy and Practice for the Global Enterprise.**
  - **By Mathew Mary, Jain C. Harish :International human resource management in the Indian information technology sector: A comparison of Indian MNCs and affiliates of foreign MNCs in India**
  - **Adler, N.J. (1991). International dimensions of organizational behavior. Boston: PWS-Kent Publishing Company.**