

Subject Code:1MS2020473

Subject Title: International Human Resource Management

1. Course Objectives and Outline:

- To make students aware of the changes in people, challenges arising from the internationalization of business.
- To understand human resource management systems and challenges in multinational companies and improve their performance.
- To enable students to understand HRM strategies, policies and practices, where MNCs pursue to effectively address these different issues.

2. Teaching Scheme (Hours per week)

Lecture (Hrs.)	Tutorial	Practical	Credit	Evaluation Scheme (Marks)		Total
				University Assessment	Internal Assessment	
4	-	-	4	60 Marks	40 Marks	100 Marks

3. Syllabus

Module No.	Contents	Total Hours	Weight
1	Concept and Characteristics of International Human Resource Management, Differences between IHRM and HRM, The organizational context of IHRM.	12	25%
2	International Talent Management Cycle, International Recruitment, Selection, International training and development, Repatriation process and career issues.	12	25%
3	International Compensation and Performance Management, Components of an international compensation, Approaches to international compensation, Expatriate adjustment & performance , International assignee role conception & identification Performance management.	12	25%
4	Strategic view of IHRM, Global standardization vs. localization, Social capital and expatriate networks in MNCs, Ethical issues in IHRM	12	25%

4. Course Pedagogy

The pedagogy of the subject involves Lectures, Case Discussions, Assignments on various pay practices in corporate.

5. Suggested Readings

a. Books

- 1 International Human Resource Management: A Multinational Company Perspective by M. Tayeb, Oxford University Press.
- 2 International Human Resource Management by Peter J. Dowling, Marion Festing, Allen D. Engle, Thomson Learning.

b. Journals/Magazines

- Asia Pacific Journal of Human Resource Management by Elsevier
- The International Journal of Human Resource Management by Taylor & Francis
- The Human Resource Management Review (HRMR) by Elsevier

6. Evaluation Scheme

Sr. No.	Component	Weight
1	University Examination	60%
2	Internal Assessment -Depending on the need and objectives of the subject, internal assessment should include minimum three of the following sub-components; <i>Class Test, Quiz, Assignments, Class Participation, Projects, Team/Individual Assignments.</i> -The weightage of a sub-component should not exceed 50% of internal assessment component weight. - The bifurcation of sub-components shall be communicated by the instructor before commencement of the academic sessions.	40%