

Branch Name:	Management
Program Code:	MS301
Course Title:	International Human Resource Management
Course Code:	1MS3010785
Pre-requisite Course:	

Course Objectives:

1. To understand and appreciate the importance of the International human resources vis-a-vis other resources of the organization
2. To familiarize the students with methods and techniques of International HRM
3. To equip them with the application of the International HRM tools in real world business situations.

Teaching and Examination Scheme:

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)				
Lecture (L)	Tutorial (T)	Practical (P)	Credit	Theory (Marks)		Practical (Marks)		Total (Marks)
				University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	
4	0	0	4	60	40	0	0	100

Syllabus:

Module No	Topic	Total Hours	Weightage (%)
1	Introduction to IHRM Definition, The drivers of internationalization of business. The different setting of International Human Resource Management. Development of IHRM. Difference between IHRM and Domestic HRM. Models of IHRM- Matching model, Harvard Model, Contextual Model, 5P Model European Model. SHRM: Evolution of MNE's, Business strategies, IHRM Strategies, SIHRM. Barriers in effective global HRM. Socio-cultural context, Organizational dynamics and IHRM: Role of culture in International HRM, Country and Regional Cultures, Country Culture versus MNE Culture. Culture and employee management issues/ impact of Country culture on IHRM.	12	25%
2	Strategies for International Growth Exploiting global integration-The logic of global integration, differentiation, Mastering expatriation, beyond the traditional expatriate model, the limits of global integration. Becoming locally responsive: The roots of responsiveness, understanding diversity, responding to diversity, the challenges of localization. Managing alliances and joint ventures - IHRM and International Alliances, IHRM and International Joint Ventures.	12	25%
3	International Workforce planning and staffing International Workforce planning and staffing International labor market International Recruitment function; head-hunters, cross-national advertising, e-recruitment; International staffing choice, different approaches to multinational staffing decisions, Types of international assignments, Selection criteria and techniques, use of selection tests, interviews for international selection, international staffing issues, Successful expatriation, role of an expatriate, female expatriation, repatriation, re-entry and career issues.	12	25%

4	International Compensation and International Employment Laws and HRIS International compensation and international assignees, Forms of compensation, key components of international compensation, Approaches to international compensation, compensation practices across the countries, emerging issues in compensation management. Establishment of labor standards by International Institutions, The global legal and regulatory context of MNE, The International framework of Ethics and Labour standards, Key issues in International Industrial Relations, Trade Unions and MNE's, Response of Trade Unions to MNE's, Non-Union worker representation. HRIS: Meaning, Role of IT in HR, Designing of HRIS, Applications of HRIS in Employee Management, Limitation of HRIS.	12	25%
---	--	----	-----

Text Books:

1. International Human Resource Management – Text and Cases P. L. Rao, Excel Books (Latest Edition)

Reference Books:

1. International Human Resource Management, Peter Dowling and Denice Welch, Cengage Learning
- International Human Resource Management, Tony Edwards, Pearson Education
2. Global Human Growth Model, M.N Rudra basavaraj, Himalaya
3. International Human Resource Management, Monir Tayeb, Oxford

List of Open-Source Software/learning website:

Course Learning Outcomes (CLO):

1. Drivers for internationalization and the choices businesses have to organize their international operations
2. Various cultural, legal and labour relations contexts
3. The impact of business internationalization on strategic HRM and its various functions, including HR planning, recruitment& selection, training& development, compensation management, performance management, safety& health and employee relations.
4. Understand cultural differences and how to work in a multicultural environment
5. Work productively in teams, on social networks, and on an individual basis.
6. Assess and critique relevant evidence and research findings in HRM

Mapping of CLO with PO and PSO

Course Learning Outcomes	Program Outcomes(POs)												Program Specific Outcomes(PSOs)			
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3	PSO4
CLO1	H		M		M											
CLO2					H		H	M								
CLO3	H			M			H	M								
CLO4					M		H						M			
CLO5	H							M							M	
CLO6	H						M					M				

H: High, M: Medium, L: Low