

Branch Name:	Management (International Business)
Program Code:	MS201
Course Title:	International Human Resource Management
Course Code:	2MS2010385T
Pre-requisite Course:	HRM, Organizational Behaviour

Course Objectives:

1. To understand and appreciate the importance of the International human resources vis-a-vis other resources of the organisation
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

Subject Contents:

Sr. 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.	10	20%
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.	10	20%
3	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.	10	20%

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.	10	20%
5	Contemporary issues like Remote works and virtual teams, talent acquisition and global mobility, Diversity – equity and inclusion (DEI), Cross-culture leadership development, remote employee engagement and well-being, etc.	8	20%

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 Rudrabasavaraj, Himalaya
3. International Human Resource Management, Monir Tayeb, Oxford

List of Open-Source Software/learning website:

1. <https://nptel.ac.in/>
2. <https://swayam.gov.in/>

Course Learning Outcomes (CLO): On completion of this course, the students will be able to:

CLO	Description	Bloom's Taxonomy Level
CLO1	Understand the Fundamentals of IHRM	Understand
CLO2	Analyse Global HR Strategies	Analyze
CLO3	Develop International Workforce Planning and Staffing Strategies	Create
CLO4	Evaluate International Compensation and Employment Laws	Evaluate
CLO5	Apply HR Technology and HRIS in a Global Context	Apply
CLO6	Assess Contemporary Issues in International HRM	Evaluate

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	PSO1	PSO2
CLO1	H	H							H	
CLO2			H				H		H	M
CLO3	H		M							H
CLO4					H		H		H	
CLO5				H				H	M	
CLO6		H				H	H			H

H: High, M: Medium, L: Low