

|                              |                                                         |
|------------------------------|---------------------------------------------------------|
| <b>Branch Name:</b>          | Management (International Business)                     |
| <b>Program Code:</b>         | MS301                                                   |
| <b>Course Title:</b>         | International Human Resource Management                 |
| <b>Course Code:</b>          | 2MS3010585T                                             |
| <b>Pre-requisite Course:</b> | HRM, International Business, Socio-cultural psychology. |

**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<br>(Hours per week) |                 |                  |        | Evaluation Scheme (Marks) |                          |                          |                          |                  |
|-------------------------------------|-----------------|------------------|--------|---------------------------|--------------------------|--------------------------|--------------------------|------------------|
| Lecture<br>(L)                      | Tutorial<br>(T) | Practical<br>(P) | Credit | Theory (Marks)            |                          | Practical (Marks)        |                          | Total<br>(Marks) |
|                                     |                 |                  |        | University<br>Assessment  | Continuous<br>Assessment | University<br>Assessment | Continuous<br>Assessment |                  |
| 4                                   | 0               | 0                | 4      | 60                        | 40                       | 0                        | 0                        | 100              |

**Subject Contents:**

| Unit No | Topic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Total<br>Hours | Weightage<br>(%) |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|------------------|
| 1       | <b>Introduction to IHRM</b><br>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       | <b>Strategies for International Growth</b><br>Exploiting global integration-The logic of global integration, differentiation, Mastering expatriation, beyond the traditional expatriate model, the limits of global integration.<br><b>Becoming locally responsive:</b> 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 | <b>International Workforce planning and staffing International Workforce planning and staffing</b><br>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 | <b>International Compensation and International Employment Laws and HRIS</b><br>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 | <b>Contemporary issues like</b><br>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 Denise 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 | Analyze 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**