

Branch Name:	MANAGEMENT (Human Resource Management)
Program Code:	MS301
Course Name:	International Human Resource Management
Course Code:	2MS3010673T
Pre-requisite Course:	IHRM, International Talent Management, International Compensation and Performance Management, Strategic view of IHRM

Course Objectives:

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

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	-	-	4	60	40	-	-	100

Subject Contents:

Sr. No.	Topic	Total Hours	Weightage (%)
1	Concept and Characteristics of International Human Resource Management, Differences between IHRM and HRM, The organizational context of IHRM.	10	20%
2	International Talent Management Cycle, International Recruitment, Selection, International training and development, Repatriation process and career issues.	10	20%
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.	10	20%
4	Strategic view of IHRM, Global standardization vs. localization, Social capital and expatriate networks in MNCs, Ethical issues in IHRM	10	20%
5	Expatriation and Repatriation Industrial Relations in International Context, Managing people in International Context, Case Study	08	20%

Text Books:

Sr. No.	Books
1	International Human Resource Management: A Multinational Company Perspective by M. Tayeb, Oxford University Press.
2	International Human Resource Management – Text and Cases P. L. Rao, Excel Books (Latest Edition)

Reference Books:

Sr. No.	Books
1	International Human Resource Management by Peter J. Dowling, Marion Festing, Allen D. Engle, Thomson Learning.

List of Open Source Software/learning website:

1. www.swayam.gov.in
2. www.nptel.ac.in

Journals/Magazines

1. Asia Pacific Journal of Human Resource Management by Elsevier
2. The International Journal of Human Resource Management by Taylor & Francis
3. The Human Resource Management Review (HRMR) by Elsevier

LAB/Practical

1. Students should be taken to Industrial Visit to understand management process
2. Expert talk from Managers can be arranged for students to understand Manager's role

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

CLO	Description	Bloom's Taxonomy Level
CLO1	Critically assess existing theory and practice in the field of IHRM and be able to challenge these	2 Understanding 5. Evaluate,
CLO2	Identify and analyse problems in the field of IHRM and provide innovative solutions for these	4. Analyse 3. Apply
CLO3	Be critical and reflective in the process of evaluating all knowledge; Demonstrate competence in communicating and exchanging ideas in large and small group contexts	5. Evaluate 6. create
CLO4	Be able to advance well reasoned and factually supported arguments in both written work and verbal/oral presentations Work effectively with colleagues with diverse skills, experience levels and way of thinking	3. Apply, 4. analyze
CLO5	Demonstrate competence in the field of professional HR management and be able to locate/identify practitioner and academic resources for the purposes of strategic development and/or problem solving	3. Apply 6. Create
CLO6	Be able to identify and to evaluate social, cultural, ethical and environmental responsibilities and issues in global contexts.	3. Apply 5, evaluate, 6. Create

Mapping of CLOs with Pos & PSOs

Course Learning Outcomes	Program Outcomes (POs)								Program Specific Outcomes (PSOs)	
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2
CLO1	H	M	M	L	M	H	M	H	H	
CLO2		H	H	L	L	M	L	L	H	
CLO3		H		M			M	L	H	M
CLO4	H			H	H	M		M	M	
CLO5	M	L	M	H		H			H	H
CLO6	M		M	H	H	M	H	H	M	M

H: High, M: Medium, L: Low
