



**Rationale:** The course aims to provide students with the necessary knowledge, skills, and strategies to navigate the complexities of managing human resources in a globalized business environment. It prepares them to tackle the unique challenges of international HRM and contribute to the success of the organizations operating across borders.

**Course Scheme:**

Teaching Scheme			Credits	Examination Marks				Total Marks
L	T	P		Theory		Practical		
			C	ESE (E)	PA(M)	ESE (V)	PA (I)	
4	0	0	4	70	30	0	50	150

**Course Outcomes:**

Sr. No.	Course Outcomes
CO1	To understand the challenges and complexities of managing human resources in a global context.
CO2	To develop strategies for effective international staffing, including selection, training, and repatriation of expatriates.
CO3	To analyze and implement compensation and benefits systems that align with global business objectives and local practices.
CO4	To determine cross-cultural communication skills and resolve conflicts in multicultural work environments.

**Course Content:**

Unit No.	Content	No. of Hours	Weightage (%)
1	<b>International Human Resource Management: An Overview</b> <ul style="list-style-type: none"> <li>Definition and Scope</li> <li>Domestic vs International HRM</li> <li>Globalization and Mobility of Human resources</li> <li>Cross-Cultural differences in the workplace</li> <li>Strategies for managing workforce diversity</li> <li>IHRM Models or Approaches</li> </ul>	8	14
2	<b>International Human Resource Planning, Staffing &amp; Training</b> <ul style="list-style-type: none"> <li>Strategic HRM in a global context</li> <li>Developing a global HR framework</li> <li>HRM planning for international expansions and mergers/acquisitions</li> <li>Global talent acquisition strategies</li> <li>Expatriate management: selection, training and repatriation</li> <li>International recruitment and selection methods</li> <li>Ethical considerations in International staffing</li> </ul>	12	21



**GUJARAT TECHNOLOGICAL UNIVERSITY**

**Programme: MBA in International Business**

**Semester: 3**

**Branch: International Business**

**Subject Name: International Human Resource Management**

**Subject Code: 2539331**

	<ul style="list-style-type: none"> <li>• Designing and delivering cross-cultural training</li> <li>• Expatriate training and support programs</li> </ul>		
<b>3</b>	<b>International Performance Appraisal, Compensation and Benefits</b> <ul style="list-style-type: none"> <li>• Challenges of International Performance Management</li> <li>• Areas to be appraised</li> <li>• Who should appraise the performance?</li> <li>• System of Performance Appraisal</li> <li>• Problems of Performance Appraisal</li> <li>• Objectives of International Compensation Management</li> <li>• Complexities in International Compensation Management</li> <li>• Factors affecting International Compensation</li> <li>• Components/Structure of International Compensation Package</li> <li>• Approaches to International Compensation Management</li> </ul>	<b>12</b>	<b>21</b>
<b>4</b>	<b>International Industrial Relations &amp; Emerging Trends in International HRM</b> <ul style="list-style-type: none"> <li>• Understanding employment laws and regulations in different countries</li> <li>• Cross-border labor relations and collective bargaining</li> <li>• Resolving conflicts and disputes in international settings</li> <li>• IHRM and Corporate Social Responsibility</li> <li>• IHRM and Technology</li> <li>• Ethical considerations in IHRM</li> <li>• Agile HR Practices for global organizations</li> </ul>	<b>8</b>	<b>14</b>
<b>Total Hours/Marks:</b>		<b>40</b>	<b>70</b>

**Suggested Specification Table For Question Paper Design:**

Unit No.	Unit Title	Teaching Hours	Distribution of Theory Marks (Assessment as per Revised Bloom's Taxonomy Level*)						Total Marks
			RM	UN	AP	AN	EL	CR	
I	International Human Resource Management: An Overview	8		7	7				14
II	International Human Resource Planning, Staffing & Training	12		7	7	7			21
III	International Performance Appraisal, Compensation and Benefits	12		7	7	7			21
IV	International Industrial Relations & Emerging	8				7	7		14



# GUJARAT TECHNOLOGICAL UNIVERSITY

Programme: MBA in International Business

Semester: 3

Branch: International Business

Subject Name: International Human Resource Management

Subject Code: 2539331

	Trends in International HRM								
	<b>Total</b>	<b>40</b>							<b>70</b>

**\*RM: Remember, UN: Understand, AP: Apply, AN: Analyze, EL: Evaluate, CR: Create**

**Note:** This specification table provides general guidelines to assist student for their learning and to teachers to teach and question paper designers/setters to formulate test items/questions to assess the attainment of the UOs. The actual distribution of marks at different taxonomy levels in the question paper may slightly vary from above table.

### Suggested Student Activities for PA: (50 Marks)

- Preparing PowerPoint presentation on International Laws of HR from different countries
- Preparing a report on individual topics assigned
- Discussion on case-studies
- Group activities to understand the importance of International HRM

### Suggested Learning Resources:

S. No.	Title of Book	Author	Publication with place, year and ISBN
1	International Human Resource Management	Peter J. Dowling & Denice E. Welch	Cengage Learning, 2009, ISBN: 978-1844800131
2	International Human Resource Management	K. Aswathappa & Sadhna Dash	McGraw Hill Education, 2nd edition, (July 2017), ISBN: 978-0071077941
3	International Human Resource Management: A Global Perspectives: Practices and Strategies for Competitive Success	S. K. Bhatia & Abad Ahmad	Deep & Deep Publications, December 2005, ISBN: 978-8176296564
4	International Human Resource Management	P. Subba Rao	Himalaya Publishing House, 2018, ISBN: 9789352028375
5	International Human Resource Management: Text & Cases	P. Subba Rao	Himalaya Publishing House, 2023, ISBN: 978-93-5596-431-1
6	International Human Resource Management	Srinivas R. Kandula	SAGE Publications Pvt. Ltd., July 2018, ISBN: 978-9352806812
7	International Human Resource Management	Anne-Wil Harzing & Ashly Pinnington	SAGE Publications Pvt. Ltd., October 2014, ISBN: 978-1446267318
8	International Human Resource Management: Text & Cases	P. L. Rao	Excel Books, 2008, ISBN: 978-81-7446-596-2
9	International Human Resource Management: Globalization, National Systems and Multinational Companies	Tony Edwards & Chris Rees	Pearson Education Limited, October 2016, ISBN: 978-1292004105
10	International Human Resource Management: A Multinational	Monir H. Tayeb	Oxford University Press, 2005, ISBN:



	Company Perspective		9780199258093
11	International Human Resource Management	P. Dowling, M. Festing & A. Engle	Cengage India Private Limited, January 2017, ISBN: 978-9386668585
12	International Human Resource Management	Chris Brewster, Paul Sparrow, Guy Vernon & Elizabeth Houldsworth	Kogan Page Publishers, January 2016, ISBN: 9781843984184
13	Executive skills for Global Managers	Upinder Dhar & S. Ravishankar	Himalaya Publishing House, 2000, ISBN: 81-7493-976-8
14	The Global challenge framework for International Human Resource Management	Evans, Pucik, & Barsoux	Mc-Graw Hill Education, February 2002, ISBN: 978-0072397307

**Software**

1. Core HR Tools
2. HR Software
3. Human Resource Information Systems (HRIS)
4. Payroll Software
5. Employee Management Systems
6. Online Recruiting Software
7. Applicant Tracking Systems (ATS)
8. Employer Of Record (EOR)
9. PeopleBookHR
10. People Guru

**Learning Websites**

- <https://www.hrexaminer.com/>
- <https://talentculture.com>
- <https://www.hrzone.com/>
- <https://www.tlnt.com/>
- <https://hrtrendinstitute.com/>
- <https://www.hcamag.com/>
- <https://fistfuloftalent.com/>
- <https://workology.com/>
- <https://theundercoverrecruiter.com/>
- <https://linkhumans.com/>
- <https://snacknation.com/blog/>
- [https://www.hr.com/en/about\\_us/contact\\_us/](https://www.hr.com/en/about_us/contact_us/)
- <https://hrhero.blr.com/>
- <https://www.citehr.com/>
- <https://internationalhrforum.com/>
- <https://empxtrack.com/blog/>