

# GUJARAT TECHNOLOGICAL UNIVERSITY

## MASTER OF BUSINESS ADMINISTRATION

**Year – 2 (Semester – III) (W.E.F. Academic Year 2018-19)**

**Specialization: International Business**

**Subject Name: International Human Resource Management (IHRM)**

**Subject Code: 3539243**

**1. Learning Outcome:**

- Acquaint students with the fundamental concepts of international HRM.
- Understand the dynamics of human resource management in the global context and manage human resource effectively

**2. Course Duration:** The course duration is of **36 sessions of 75 minutes** each.

**3. Course Contents:**

Module No.	Modules / Sub-Modules	No. of Sessions	70 Marks (External Evaluation)
I	Defining international HRM, Difference between domestic and International HRM, The enduring context of IHRM, The path to global status, Control Mechanisms, Mode of operation, Approaches to staffing, Transferring staff for International business activities, The role of an expatriates, The role of non-expatriates, The role of the corporate HR functions	9	17
II	Recruiting and selecting staff for International assignments-Introduction, Issues in staff selection, factors moderating performance, selection criteria, Dual career couples, training and Development: The role of expatriate training, components of effective pre-departure training, developing staff through international assignments, Compensation: Objectives of International compensation, Key components of an international compensation program, Approaches to International compensation, Patterns in complexity, Re-entry and Career issues: Introduction, The repatriation process, Individual reactions to re-entry, Multinational responses, designing a repatriation program	9	17
III	Global issues in HRM: HRM in the host country context, Introduction, Standardization and adaptation of work practices Retaining, developing and retrenching staff HR implications of language, standardization, monitoring the HR practices of host country sub contractors	9	18
IV	Industrial Relations: Introduction, Key issues in International Industrial relations, The response of trade unions to multinationals, Regional integration: the European Union(EU), The issues of	9	18

	social dumping, The impact of the digital economy, Performance Management: Introduction, Multinational performance management, performance management of International employees, performance appraisal of International employees, Performance of HCN employees		
V	<b>Practical:</b> Student should study at least 4 to 5 Cases and/or pick up one of the above areas of study as applied in one Company / SME and make a Public Presentation the class in presence of preferably a <b>International HR / Recruitment Manager / Consultant in IT / ERP / SAP / Analytics / Import / Export / Multinational business.</b>	---	(30 Marks CEC)

#### 4. Teaching Methods:

The course will use the following pedagogical tools:

- Lectures
- Case Discussions and Role Playing
- Audio-visual Material (Using CDs/Clippings/ online videos)
- Assignments and Presentations

#### 5. Evaluation:

The evaluation of participants will be on continuous basis comprising of the following elements:

<b>A</b>	Continuous Evaluation Component comprising of Projects / Assignments / Quiz / Class Participation / Class test / Presentation on specific topic etc.	(Internal Assessment- 50 Marks)
<b>B</b>	Mid-Semester examination	(Internal Assessment-30 Marks)
<b>C</b>	End –Semester Examination	(External Assessment-70 Marks)

#### 6. Reference Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
1	Tony Edwards	International Human Resource Management	Pearson	Latest
2	P. L. Rao	International Human Resource Management – Text and Cases	Excel	Latest
3	M.N Rudrabasavaraj	Global Human Growth Model	Himalaya	Latest
4	Terence Jackson	International Human Resource Management a Cross-Cultural approach	Sage	Latest

5	Peter Dowling and Denice Welch	International Human Resource Management	Cengage	Latest
6	Betty Jane Punnett	International Perspectives On Organizational Behavior and Human Resource Management	PHI	Latest
7	Monir Tayeb	International Human Resource Management	Oxford	Latest
8	P. SubbaRao	International Human Resource Management	Himalaya	Latest
9	Brewster, Chris & Sparrow, Paul	International Human Resource Management	University Press	Latest
10	Paul Evans, Vladimir Pucik, Paul Evans, and Vladimir Pucik	The Global Challenge: Frameworks for International Human Resource Management	McGraw Hill	Latest
11	Randall S. Schuler, Dennis R. Briscoe, and Lisbeth Claus	International Human Resource Management (Global HRM)	T & F Books	Latest

Note: Wherever the standard books are not available for the topic appropriate print and online resources, journals and books published by different authors may be prescribed.

## **7. List of Journals / Periodicals / Magazines / Newspapers, etc.**

1. Journal of International Human Resource Management