

GUJARAT TECHNOLOGICAL UNIVERSITY

MASTER OF BUSINESS ADMINISTRATION

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

Subject Name: Global Human Resource Management (GHRM)

Subject Code: 3539284

1. Learning Outcome:

- Understanding the concept of Global Human Resource Management and the significance of managing the Human Resource in the current business environment
- Familiarizing the learners with the strategies of Human Resource Management at global level
- Understanding and analyzing the firm's external environment, competitive environment, and the Human resources required to sustain, compete and grow
- Understanding the process of Global Human Resource Management & challenges

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

3. Course Contents:

Mod ule No.	Modules with its Contents/Chapters	No. of Sessi ons	Marks (out of 70)
I	Introduction to GHRM: Concept, Definition & Objectives; Difference between GHRM & Domestic HRM; Challenges and factors affecting GHRM; Approaches to IHRM; Model of IHRM; Types of Global organizations and its impact on HR functions; GHRM & International organization design and structure; cultural context of IHRM (Hofstede study)	9	18
II	Managing Talent Globally: Global staffing: Global Workforce planning; understanding labour market at the global level; Differences in staffing strategies across countries; types of staffing strategy; Expatriate assignments, criteria used for selection of expatriates, selecting females as expatriates; Reasons for failure of expatriate assignments, issues associated with implementation of global staffing Global HRD: Issues associated with various approaches to training local workforces; Role of training in supporting expatriate adjustments and on-assignments performance; Challenges of global Management	9	18

	development; Components of effective pre-departure training; Hofstede model for preparing expatriate for training; Identifying and developing high potentials; managing international career paths; dual career couples; cross cultural training and its evaluation; current trends in global T&D; Repatriation, Re-entry and career issues		
III	<p>Global Compensation: Country wide differences on compensation system; challenges w.r.t. compensation when firm moves from domestic to international; key components of international compensation programme; Approaches to international compensation; problems in dealing with taxation, living cost data, managing TCN compensation; Best practices for expatriates compensation programme</p> <p>Global Performance Management: Differences in PMS in different countries; PMS as a part of Multinational's control system; KPI of expatriates; Performance Management of Non-expatriates, non-standard assignments like commuters, virtual; Issues and criteria related to appraisal of International employees</p>	9	17
IV	<p>Global IR Key Issues of IR in IHRM; Role of Trade Union in MNC's; Collective Bargaining and Negotiation issues; labour law & Employee Relation practices in different countries, participative Management</p> <p>HRM in Cross Border Mergers & Acquisition; International Labor standards; Role of HRM in managing ethics and CSR globally; IHRM trends and future challenges</p>	9	17
V	Practical aspects of GHRM will be discussed in classroom with suitable case study. A project in group of students can be assigned for comparative studies of IHRM practices among developed countries vis developing countries vis under developed countries in general or small projects may be given in GHRM context to study the issues related to Recruitment Manager / Consultant in IT / ERP / SAP / Analytics / Import / Export / Multinational business etc.	---	(30 marks CEC)

4. Teaching Methods:

The following pedagogical tools will be used to teach this course:

- 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:

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

6. Reference Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
1	Peter Dowling & Dennice Welch & Randall Schule	International HRM	Thomson/Excel	Latest Edition
2	David C. Thomas & Mila B. Lazarova	Essentials of IHRM- Managing People Globally	Sage publications	Latest Edition
3	P. SubbaRao	International HRM	Himalaya Publishing House	Latest Edition
4	SPS Bedi, & M.Kishore	Global HRM	Widom, Delhi	Latest Edition
5	Anne-Wil Harzing & Joris Van Ruyoss eveltd (eds.),	International Human Resource Management	Sage Publications, New Delhi	Latest Edition
6	C.S.Venkata Ratnam	Globalization and Labor Management Relations	Sage, New Delhi.	Latest Edition
7	Lawrence Kleiman	Human Resource Management	Wiley India, New Delhi.	Latest Edition
8	Peter J.Dowling	International Human Resource Management	Excel Publications.	Latest Edition
9	K Aswathappa, Sadhna Das	International Human Resource Management	McGraw Hill	Latest Edition
10	Monir H Tayeb	International Human Resource Management	Oxford	Latest Edition
11	Tony Edwards, Chris Rees	International Human Resource Management	Person Education	Latest Edition
12	Indrani Mutsuddi	Managing Human Resources in the Global Context	New Age International publishers,	Latest Edition

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. Harvard Business Review
2. Vikalpa – A Journal for Decision Makers
3. Management Review
4. Human Capital
5. British Journal of Guidance & Counseling,
6. Human Resource Intensive
7. International Journal of Human Resource Management