

MBA - II Semester - IV
HR - International Human Resource Management (IHRM)

1. Course Objectives:

This course presents detailed coverage of the issues related to International Human Resource Management. This course is designed for the students who would be specialising in Human Resource Management. This course will help the students understand the dynamics of human resource management in the global context and manage human resource effectively.

2. Course Duration:

The course duration is of 40 sessions of 75 minutes each.

3. Course Contents:

Module No.	Modules/Sub-Modules	Sessions	Marks Weightage
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	8	20%
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	8	20%
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 contactors	8	20%
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 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	8	20%

V	Cases and Discussion Case 1: Conflicting expectations – Where pay and performance collide Case 2: Jaguar or bluebird? (A) Mark Chan's decision to stay overseas or return home after his expatriate assignment Case 3: Jaguar or bluebird? (B) Mark Chan returns home after his expatriate assignment Case 4: Andrew Robinson goes to Taiwan – The challenges of a short-term assignment	8	20%
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4. Teaching Methods:

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

- (1) Lectures and Discussions
- (2) Assignments and Presentations
- (3) Case Analysis

5. Evaluation:

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

A	Projects/ Assignments/ Quizzes/ Class participation etc	Weightage 50% (Internal Assessment)
B	Mid-Semester examination	Weightage 30 % (Internal Assessment)
C	End –Semester Examination	Weightage 70% (External Assessment)

6. Text books

Sr. No.	Author	Name of the book	Publisher	Edition & Year of Publication
T1	Peter Dowling and Denice Welch	International Human Resource Management	Cengage Learning	Latest Edition
T2	Tony Edwards	International Human Resource Management	Pearson Education	Latest Edition
T3	P. L. Rao	International Human Resource Management – Text and Cases	Excel Books	Latest Edition

7. Reference books

Sr. No.	Author	Name of the book	Publisher	Edition & Year of Publication
R1	M.N Rudrabasavaraj	Global Human Growth Model	Himalaya	Latest Edition
R2	Terence Jackson	International Human Resource Management a Cross-Cultural approach	SAGE	Latest Edition
R4	Betty Jane Punnett	International Perspectives on Organizational Behavior and Human Resource Management	PHI	Latest Edition
R5	Monir Tayeb	International Human Resource Management	Oxford	Latest Edition
R6	P. Subba Rao	International Human Resource Management	Himalaya	Latest Edition
R7	Pritam Singh, Sabir	Organizing and Managing in	INSAGE	Latest Edition

	Verma	the Era of Globalization		
R8	Brewster, Chris & Sparrow, Paul	International Human Resource Management	University Press	2 nd Edition
R9	Paul Evans, Vladimir Pucik, Paul Evans, and Vladimir Pucik	The Global Challenge: Frameworks for International Human Resource Management	McGraw Hill	Latest Edition
R10	Randall S. Schuler, Dennis R. Briscoe, and Lisbeth Claus	International Human Resource Management (Global HRM)	T & F Books	Latest Edition

8. Lists of Journals/ Periodicals/ Magazines/ Newspapers:

Journal of International Human Resource Management.

NB: The Instructor/s (Faculty Member/s) will be required to guide the students regarding suggested readings from Text(s) and references in items 6 and 7 mentioned above.

9. Session plan

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Session No.	Topics
1-2	Defining international HRM, Difference between domestic and International HRM
3-4	The enduring context of IHRM, The path to global status, Control Mechanisms, Mode of operation,
5-8	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
9-10	Recruiting and selecting staff for International assignments- Introduction, Issues in staff selection, factors moderating performance, selection criteria, Dual career couples,
11-13	Training and Development: The role of expatriate training, components of effective pre-departure training, developing staff through international assignments
14-16	Compensation: Objectives of International compensation, Key components of an international compensation program, Approaches to International compensation, Patterns in complexity
17-19	Re-entry and Career issues: Introduction, The repatriation process, Individual reactions to re-entry, Multinational responses, designing a repatriation program
20-23	Global issues in HRM: HRM in the host country context, Introduction, Standardization and adaptation of work practices, Retaining, developing and retrenching staff,
24-26	HR implications of language standardization, monitoring the HR practices of host country sub contactors
27-29	Industrial Relations: Introduction, Key issues in International Industrial relations, The response of trade unions to multinationals, Regional integration: the European Union(EU)
30-34	The issues of 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
35-40	Cases and Discussion Case 1: Conflicting expectations – Where pay and performance collide Case 2: Jaguar or bluebird? (A) Mark Chan's decision to stay overseas or return home after his expatriate assignment Case 3: Jaguar or bluebird? (B) Mark Chan returns home after his expatriate assignment Case 4: Andrew Robinson goes to Taiwan – The challenges of a short-term assignment