



MARRI LAXMAN REDDY INSTITUTE OF TECHNOLOGY AND MANAGEMENT

(AN AUTONOMOUS INSTITUTION)

(Approved by AICTE, New Delhi & Affiliated to JNTUH, Hyderabad)

Accredited by NAAC with 'A' Grade & Recognized Under Section 2(f) & 12(B) of the UGC act, 1956

COURSE CONTENT

INTERNATIONAL HUMAN RESOURCE MANAGEMENT								
I Semester: MBA								
Course Code	Category	Hours/Week			Credits	Maximum Marks		
25MB026H4	CORE	L	T	P	C	CIE	SEE	Total
		4	0	-	4	40	60	100
Contact Classes:60	Tutorial Classes: Nil	Practical Classes: Nil			Total Classes: 60			
Prerequisite: Basic knowledge of Human Resource Management and International Business concepts.								

COURSE OVERVIEW:

This course is designed to provide students with a comprehensive understanding of managing human resources in an international business environment. International Human Resource Management focuses on managing people across national boundaries by integrating global business strategies with HR policies and practices. The course examines international staffing, expatriate management, cross-cultural leadership, global compensation systems, and performance management practices. It also highlights emerging trends such as digital HR, global talent management, diversity and inclusion, and the impact of globalization on HR strategies, enabling students to develop effective managerial decisions in multinational organizations.

COURSE OBJECTIVES:

- To introduce the foundations and strategic framework of IHRM and its growing relevance in a globalized economy.
- To develop understanding of international staffing policies and talent management practices across various geographies.
- To enhance intercultural competence and develop leadership skills required to manage global and diverse teams.
- To examine the complexities in designing fair and competitive global compensation and performance appraisal systems.
- To analyze contemporary trends and challenges in international HRM and understand future directions of the global HR landscape.

COURSE OUTCOMES: After completion of the course, students should be able to

1. Differentiate IHRM from domestic HRM, analyze international HR structures, and articulate the strategic role of IHRM in global organizations.

2. Design global staffing strategies, manage expatriate cycles, and address talent management issues in multinational corporations.
3. Interpret cultural frameworks, handle intercultural challenges, and recommend leadership strategies suitable for cross-cultural environments.
4. Construct compensation structures and performance appraisal frameworks appropriate for international employees and expatriates.
5. Evaluate emerging trends in IHRM and suggest adaptable HR strategies in dynamic and diverse international environments.

UNIT I: Introduction to International Human Resource Management: Meaning, nature, and scope of IHRM, Domestic HRM vs. International HRM, Drivers of internationalization of business and global workforce, Functions and models of IHRM: Morgan's model, Harvard model, Matching model, Strategic IHRM: Linking HR strategy with global business strategy, Organizational structures in international business, Role of IHRM in international business success, Ethics and CSR in international HRM context.

UNIT II: International Staffing and Talent Management: International HR planning and forecasting, Approaches to international staffing: Ethnocentric, Polycentric, Geocentric, Regiocentric, Recruitment and selection for international assignments, Expatriate management lifecycle: selection criteria, pre-departure training, on-assignment support, repatriation challenges, Managing inpatriates, third-country nationals, and virtual assignments, Talent identification, development, and succession planning in MNCs, Outsourcing, offshoring, and their HR implications, Managing dual-career couples and diversity in global talent pools.

UNIT III: Cross-Cultural Management and Global Leadership: Understanding culture: Definitions, layers, and characteristics, Hofstede's Cultural Dimensions, Cultural shock, adjustment, and acculturation, Cross-cultural communication: barriers, listening, and negotiation styles, Designing and delivering cross-cultural training programs. Developing global leadership competencies, Women in international management, Managing multicultural and geographically dispersed teams

UNIT IV: International Compensation and Performance Management: (a) International Compensation:

Objectives and components of international compensation, Approaches to international compensation: Balance sheet, going rate, host-based, global pay, Expatriate compensation packages: salary, benefits, allowances, incentives, taxation, (b) Performance Management: Performance management systems in multinational contexts, Appraising expatriates and host-country nationals, Aligning performance measures with global business goals, Equity and fairness issues in global pay systems, Legal compliance and ethical considerations in compensation and performance.

UNIT V: Global HRM Trends, Challenges and Future Directions: IHRM in international mergers, acquisitions, and joint ventures, Labor relations and international employee relations, IHRM

challenges in emerging markets and global crises, Diversity, equity, inclusion, and global workforce management, Role of technology in IHRM: HRIS, AI, remote work, digital onboarding, Global talent shortages, skill gaps, and workforce planning, Corporate social responsibility and sustainability in IHRM, Future of work, gig economy, and implications for global HR.

TEXT BOOKS:

- Vance, Charles M. & Yongsun Paik, Managing a Global Workforce: Challenges and Opportunities in International Human Resource Management, Routledge.
- Dowling, Peter J., Festing, Marion & Engle, Allen D., International Human Resource Management, Cengage Learning.
- Subba Rao, P., International Human Resource Management, Himalaya Publishing House.

REFERENCE BOOKS:

- Aswathappa, K. & Dash, S., International Human Resource Management, McGraw Hill.

ELECTRONIC RESOURCES:

1. <https://youtu.be/oivEQFxLAWM?si=8FgVmZ57qQiPHdL7>
2. <https://youtu.be/oivEQFxLAWM?si=8FgVmZ57qQiPHdL7>
3. https://onlinecourses.nptel.ac.in/noc26_mg30/preview?utm_source=chatgpt.com
4. https://archive.nptel.ac.in/courses/110/105/110105159/?utm_source=chatgpt.com
5. https://kongunadu.digimat.in/nptel/courses/video/110107145/L20.html?utm_source=chatgpt.com

MATERIALS ONLINE:

1. Course template
2. Tutorial question bank
3. Tech talk and concept video topics
4. Open-ended experiments / case discussions
5. Definitions and terminology
6. Assignments
7. Model question paper – I
8. Model question paper – II
9. Lecture notes
10. PowerPoint presentations
11. Drishya Siksha Sangrah (DSS) Videos

