



COURSE CONTENT

INTERNATIONAL HUMAN RESOURCE MANAGEMENT								
IV SEMESTER								
Course Code	Category	Hours/Week			Credits	Maximum Marks		
20MBA025H	CORE	L	T	P	C	CIE	SEE	Total
		4	0	-	4	30	70	100
Contact Classes:60	Tutorial Classes: Nil	Practical Classes: Nil			Total Classes: 60			
Prerequisite: Basic understanding of Human Resource Management								

COURSE OVERVIEW:

This syllabus provides a comprehensive understanding of International Human Resource Management (IHRM) by focusing on managing human resources in a global context. It covers key aspects such as cultural differences, global staffing, and HR strategies, along with the development of global leaders and managers. The syllabus also examines HR practices across different regions like Europe, Japan, and the United States, highlighting their unique approaches. Additionally, it emphasizes the role of HR information systems, employee relations, and international compensation, enabling learners to effectively manage a diverse workforce in multinational organizations.

COURSE OBJECTIVES:

- To understand the concepts and scope of international human resource management
- To analyze global staffing and cross-cultural management practices
- To examine HR strategies in multinational organizations
- To study international HR practices across different countries
- To understand international compensation and employee relations

COURSE OUTCOMES: After completing of Course Students should be able to

1. Describe basic concepts, objectives and models of International Human Resource Management.
2. Explain the influence of social environment and cultural literacy on global HR practices.
3. Apply global HRM strategies for effective international workforce management.
4. Compare human resource systems of Europe and Japan with relevance to the Indian context
5. Evaluate international compensation strategies and their effectiveness



UNIT-I INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Introduction, objectives and scope of international human resource management, cultural and reality shock, international human resource management models, concept, pool's adaptation of Harvard model, the Brewster and Bournois model, case study, comparative employment policy, concept, significance, convergence theory, Marxist theory, the cultural approach power distance (PDI), uncertainty avoidance (UAI), individuality (INV), masculinity (MASC).

UNIT-II SOCIAL ENVIRONMENT AND STAFFING

Concept, social environment and human resource practices, staffing: international recruitment, selection, training and hiring policies, staff retaining and motivating techniques, case study, cultural literacy and human resource information system in global business, cultural awareness, essentials, advantages, cultural skills for co-operative advantages, human resource information system: concept, limitations and uses, designing of human resource information system, computerized skill inventories.

UNIT-III BUSINESS MANAGEMENT OF GLOBAL COMPANIES

Characteristics of global companies, Difference between domestic and global companies, H.R. strategy planning for global organizations, HRM approaches in global companies. Developing Global Managers, Global literate leader: concept, essential qualities, communication and interpersonal relations, training, career development, succession planning, managerial stimulation's.

UNIT-IV HRM IN EUROPE AND JAPAN

Background of Europe, the institutions of the European Community (E.C.): the council of ministers, the commission, the court of justice, the parliament, the social charter, E.C. legislation procedure, case study; Japan's Employee management: Introduction, lifetime employment, characteristics, Importance, limitations, the seniority wage system, relevance of Japanese management in Indian context, case study.

UNIT-V THE AMERICAN APPROACH TO HRM

Scientific Management, Behavioral and humanistic psychology, organic theories of management, the practice of HRM in American organizations, encouragement of union avoidance, transforming unionized industrial relations, case study; International Compensation: Principles of international compensation, methods and practices of international compensation, international compensation and employee satisfaction, case study. Latest Amendments in HR

TEXT BOOKS:

1. Randall S. Schuler and Susan E. Jackson, —Strategic Human Resource Management| Blackwell Publishing, 1st Edition, 1999.
2. Catherine Truss, David Mankin, Clare Kelliher, — 'Strategic Human Resource Management' — Pearson Education, 2nd Edition, 2001.
3. Mark Saunders, Mike Millmore, Philip Lewis, Adrian Thornhill, Trevor Morrow —Strategic Human Resource Management| Pearson, 2nd Edition, 2007.
4. Resource Management| Pearson, 2nd Edition, 2007.

REFERENCE BOOKS:

1. Catherine Truss, David Mankin, Clare Kelliher, —Strategic Human Resource Management| Harvard Business School Press, 2nd Edition, 1999.
2. Dave Ulrich, —Human Resource Champions|, Harvard Business School Press, 1st Edition, 2001.
3. S. K. Bhatia, International Human Resource Management, Deep & Deep Publications, 2005

ELECTRONIC RESOURCES:

- <https://youtu.be/oiyEQFxLAWM?si=8FgVmZ57qQiPHdL7>
- <https://youtu.be/oiyEQFxLAWM?si=8FgVmZ57qQiPHdL7>
- https://onlinecourses.nptel.ac.in/noc26_mg30/preview?utm_source=chatgpt.com
- https://archive.nptel.ac.in/courses/110/105/110105159/?utm_source=chatgpt.com
- 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
5. Definitions and terminology
6. Assignments
7. Model question paper – I
8. Model question paper – II
9. Lecture notes
10. PowerPoint presentation
11. Drishya Siksha Sangrah (DSS) Videos
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