



# 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		
		L	T	P	C	CIE	SEE	Total
22MBA025H	CORE	4	0	-	4	40	60	100
Contact Classes:60	Tutorial Classes: Nil	Practical Classes: Nil			Total Classes: 60			
<b>Prerequisite:</b> Basic knowledge of Human Resource Management and International Business concepts.								

### COURSE OVERVIEW:

This course provides an understanding of Human Resource Management in the global business environment. It explains the objectives, scope, and models of International Human Resource Management and the impact of culture on HR practices. The course also discusses international staffing, recruitment, training, and employee motivation techniques in multinational organizations. It highlights the role of cultural awareness and Human Resource Information Systems (HRIS) in managing global employees. The subject further explains HR strategies in global companies and the development of global managers and leaders. It also examines HRM practices in Europe, Japan, and the American approach to HRM. Finally, the course covers international compensation practices and recent developments in HR.

### COURSE OBJECTIVES:

- To understand the concept, scope, models, and cultural aspects of International Human Resource Management.
- To study the social environment, international staffing, recruitment, training, and HR information systems in global organizations.
- To analyze HR strategies in global companies and the development of global managers and leaders.
- To examine HRM practices and employee management systems in Europe and Japan.
- To understand the American approach to HRM and principles of international compensation.

### COURSE OUTCOMES: After completion of the 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 stimulations.

**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 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:**

- Randall s. schuler and susan e Jackson, "Strategic Human Resource Management" Blackwell Publishing, 1<sup>st</sup> Edition, 1999.
- Catherine Truss, David Mankin, Clare Kelliher, "Strategic Human Resource Management" Pearson Education, 2<sup>nd</sup> Edition, 2001.
- Mark Saunders, Mike Millmore, Philip Lewis, Adrian Thornhill, Trevor Morrow "Strategic Human Resource Management" Pearson, 2<sup>nd</sup> Edition, 2007.
- S. K. Bhatia, International Human Resource Management, Deep & Deep Publications, 2005

## REFERENCE BOOKS:

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

## ELECTRONIC RESOURCES:

1. <https://www.studynama.com/community/threads/465-international-human-resource-management-pdf-lecture-note-ebook-download-mba>
2. <https://www.scribd.com/doc/15744060/international-human-resource-management>
3. [https://books.google.co.in/books/about/International\\_human\\_resource\\_management.html?id=Fc](https://books.google.co.in/books/about/International_human_resource_management.html?id=Fc)
4. <https://6xtWfy0CFreemanagementebooks.com>
5. <http://bookboon.com/en/hrm-ebooks>

## 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

