

INSTITUTE	FACULTY OF MANAGEMENT STUDIES
PROGRAM	BACHELOR OF BUSINESS ADMINISTRATION (HONS.)
SEMESTER	5
COURSE TITLE	INTERNATIONAL HUMAN RESOURCES MANAGEMENT
COURSE CODE	04BB0514
COURSE CREDITS	4

Course Outcomes: After completion of this course, student will be able to:

- 1 Explain the difference between domestic and International Human Resource Management.
- 2 Recognize the appropriate approach of staffing for International assignments.
- 3 Plan training and development program as per the need for the expatriate.
- 4 Explain objectives of international compensation and performance management.
- 5 Assess the global issues in HRM and value of industrial relations for the success of the organization.

Pre-requisite of course:NONE

Teaching and Examination Scheme

Theory Hours	Tutorial Hours	Practical Hours	ESE	IA	CSE	Viva	Term Work
4	0	0	50	30	20	0	0

Contents : Unit	Topics	Contact Hours
1	Introduction of International HRM, Cultural &Organizational Context of IHRM Defining international HRM, Variables that Moderate Differences between Domestic and International HRM, Introduction to cross-cultural management, Development of Cultures, Path to global status	10
2	Recruiting and selecting staff for International assignments Approaches to staffing, transferring staff for International business activities,, role of an expatriates, role of non-expatriates,, Expatriate Failure and Success, role of the, corporate HR functions,, Recruitment and Selection of International Managers,, Issues in staff selection, selection criteria, Dual career couples	10
3	Training, Development and Careers The role of expatriate training, components of effective pre-departure training, developing staff through international assignments, repatriation process, Individual reactions to reentry, designing a repatriation program	10

Contents : Unit	Topics	Contact Hours
4	Compensation and Performance Management Objectives of International compensation,, Key components of an international compensation program,, Approaches to International Compensation of Expatriates, Multinational performance management, performance management of International employees, performance appraisal techniques of International employees	10
5	Global issues in HRM and Industrial Relations HRM in the host country context,, Monitoring HRM practices around the world, managing Human Resources in ‘Off-shoring Countries’,, Key issues in International Industrial relations,, The response of trade-unions to multinationals, The issues of social dumping	8
Total Hours		48

Textbook :

- 1 International Human Resource Management, Peter Dowling, Marion Festing and Allen D. Engle, Cengage Learning, 2017
- 2 International Human Resource Management: Globalization, National Systems and Multinational Companies, Tony Edwards and Chris Rees, Pearson Education, 2016

References:

- 1 International Human Resource Management - text and cases, International Human Resource Management - text and cases, P L Rao , Excel Books, 2008
- 2 International Human Resource Management, International Human Resource Management, B. Sebastian Reiche, Anne-Wil Harzing and Helene Tenzer, SAGE, 2018
- 3 Introduction to International Human Resource Management, Introduction to International Human Resource Management, Eileen Crawley, Stephen Swailes, and David Walsh, Eileen Crawley, Stephen Swailes, and David Walsh, 2013

Suggested Theory Distribution:

The suggested theory distribution as per Bloom’s taxonomy is as follows. This distribution serves as guidelines for teachers and students to achieve effective teaching-learning process

Distribution of Theory for course delivery and evaluation					
Remember / Knowledge	Understand	Apply	Analyze	Evaluate	Higher order Thinking
10.00	20.00	25.00	25.00	10.00	10.00

Instructional Method:

- 1 Theory