

COURSE TITLE	INTERNATIONAL HUMAN RESOURCE MANAGEMENT
COURSE CODE	04IB0301
COURSE CREDITS	3

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

- 1 Differentiate between domestic and international human resource management and evaluate key cultural and contextual factors influencing global HR practices.
- 2 Design global staffing strategies and assess the effectiveness of expatriate and non-expatriate roles in multinational corporations.
- 3 Develop and implement international training, development, and repatriation programs to support global talent management.
- 4 Construct international compensation frameworks and performance appraisal systems suited to diverse cultural and legal environments.
- 5 Examine global HR trends, analyze challenges in international industrial relations, and evaluate emerging issues such as digital transformation and sustainability.

Pre-requisite of course:NONE

Teaching and Examination Scheme

Theory Hours	Tutorial Hours	Practical Hours	ESE	IA	CSE	Viva	Term Work
3	0	0	50	30	20	0	0

Contents : Unit	Topics	Contact Hours
1	Fundamentals and Context of International HRM Evolution and Definition of IHRM, Domestic vs. International HRM, Cultural Dimensions (Hofstede, Trompenaars cultural dimension), Organizational Context in IHRM, Role of IHRM in Global Strategy	9
2	International Staffing and Global Talent Management Staffing Approaches: Ethnocentric, Polycentric, Geocentric, Regiocentric, Recruitment and Selection of International Employees, Expatriates vs. Non-expatriates, Factors Affecting Expatriate Success or Failure, Dual-Career Couples and Diversity in Staffing	9
3	Cross-cultural Training, Development, and Repatriation Cross-cultural Competency and Pre-departure Training, In-country Support and Career Development, Expatriate Career Path Planning, Repatriation Challenges and Programs, Talent Development through International Assignments	9

Contents : Unit	Topics	Contact Hours
4	International Compensation and Performance Management Objectives and Components of Global Compensation, , Approaches: Balance Sheet, Going Rate, Host-Based, Taxation and Social Security Challenges, International Performance Appraisal Systems, Reward strategies for international execution, Cultural Issues in Evaluating Performance, Compensation issue of double taxation	9
5	Emerging Trends in IHRM and International Labor Relations Global HR Practices and Offshoring Impacts, International Labor Standards and Ethics, Managing Trade Unions in MNCs, Digital HRM and AI in Global HR, Sustainable HRM and Diversity Management	9
Total Hours		45

Textbook :

- 1 International Human Resource Management, Peter Dowling, Marion Festing, Allen Engle, Cengage Learning, 2017
- 2 International Human Resource Management: Globalization, National Systems and Multinational Companies, 2. 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

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 / Creative
0.00	0.00	35.00	35.00	30.00	0.00

Instructional Method:

- 1 Classroom teaching