

COURSE TITLE	GLOBAL HUMAN RESOURCE MANAGEMENT
COURSE CODE	04GB0402
COURSE CREDITS	4

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

- 1 Analyze the differences between domestic and global HRM practices, enabling students to assess challenges and opportunities in international contexts.
- 2 Evaluate the effectiveness of training and development programs in global organizations, using appropriate metrics to assess employee performance and growth.
- 3 Apply effective recruitment and selection strategies tailored for diverse cultural environments, demonstrating an understanding of global talent acquisition.
- 4 Synthesize best practices in performance management and employee relations, proposing innovative solutions to enhance engagement and retention in a multinational workforce
- 5 Design, implement, and evaluate effective global training and performance management strategies while addressing cultural and legal differences in employee development and relations

Pre-requisite of course:NA

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 to Global HRM Overview of Global HRM, Cross-cultural management and diversity, Global HRM vs. Domestic HRM, International HRM Models	15
2	Recruitment and Selection in Global Contexts Global Talent Acquisition, Cross-cultural considerations and best practices in recruitment, Building a strong global employer brand to attract talent, Challenges in Global Recruitment	15
3	Training and Development Global Training Needs Assessment, Designing Global Training Programs, E-learning and Technology in Global Training, Evaluating Training Effectiveness	15
4	Performance Management and Employee Relations Performance Management Systems, Cultural Differences in Performance Evaluation, Employee Engagement and Retention, Global Labor Relations	15
Total Hours		60

Textbook :

- 1 Global Human Resource Management: Managing People in a Multinational Context, A. K. Singh, Sage Publications, 2023
- 2 International Human Resource Management, R. C. Gupta, Excel Books, 2022

References:

- 1 Global Human Resource Management: A Comparative Perspective, Global Human Resource Management: A Comparative Perspective, Tony Edwards and Chris Rees, Pearson, 2022
- 2 International Human Resource Management, International Human Resource Management, Peter J. Dowling, Marion Festing, and Allen D. Engle, Cengage Learning, 2023

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					
Remember / Knowledge	Understand	Apply	Analyze	Evaluate	Higher order Thinking / Creative
20.00	30.00	25.00	15.00	10.00	0.00

Instructional Method:

- 1 Project Based Learning, Case Based Learning, Flipped Classroom, Collaboration Learning

Supplementary Resources:

- 1 <https://www.shrm.org>
- 2 <https://www.cipd.co.uk>
- 3 <https://www.ilo.org>
- 4 <https://www.hofstede-insights.com>
- 5 <https://www.mckinsey.com>
- 6 <https://business.linkedin.com/talent-solutions>
- 7 <https://www.weforum.org>
- 8 <https://www.peoplematters.in>