

<b>COURSE TITLE</b>	<b>HRM IN MULTINATIONAL CORPORATION</b>
<b>COURSE CODE</b>	<b>04MB0390</b>
<b>COURSE CREDITS</b>	<b>4</b>

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

- 1 Analyze the complexities and challenges of managing human resources in multinational corporations across different cultural and legal contexts.
- 2 Develop effective global talent acquisition strategies, including recruitment and selection processes tailored for diverse international markets.
- 3 Design performance management systems and training programs that cater to the needs of a global workforce, promoting employee development and engagement.
- 4 Evaluate compensation and benefits strategies that align with local regulations and organizational goals while fostering employee satisfaction.
- 5 Apply best practices in employee relations and conflict resolution to enhance workplace harmony and productivity in a multicultural environment.

**Pre-requisite of course:**NA

#### Teaching and Examination Scheme

<b>Theory Hours</b>	<b>Tutorial Hours</b>	<b>Practical Hours</b>	<b>ESE</b>	<b>IA</b>	<b>CSE</b>	<b>Viva</b>	<b>Term Work</b>
4	0	0	50	30	20	0	0

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
1	<b>Introduction to HRM in MNCs</b> Overview of HRM in Multinational Corporations: Definition, significance, and the role of HRM in global business operations., Globalization and its Impact on HRM: Understanding the effects of globalization on human resource practices and strategies., Cross-Cultural Management: The importance of cultural awareness in HRM; managing diversity in a global workforce., Legal and Ethical Considerations: Navigating different labor laws, ethical issues, and compliance requirements in various countries.	15
2	<b>Recruitment and Selection in MNCs</b> Global Talent Acquisition Strategies: Techniques for attracting and retaining talent across borders., Selection Processes: Developing effective selection criteria and methodologies tailored for international positions., Employer Branding: Building a strong employer brand to appeal to diverse talent pools., Relocation and Expatriate Management: Managing expatriates, including selection, training, and repatriation processes., Equity Theory of Motivation: Highlights fairness in global workforce management.	15

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
3	<b>Performance Management and Development</b> Performance Management Systems: The components and effectiveness of performance management systems, focusing on how they align individual performance with organizational goals and drive continuous improvement., Training and Development: The significance of training and development programs in enhancing employee skills and competencies, assessing various methodologies and their impact on organizational performance., Career Development: Examine career development strategies and frameworks, analyzing how they facilitate employee growth, engagement, and retention while aligning with organizational needs., Leadership Development: Leadership development programs and practices, focusing on their role in cultivating effective leaders, fostering a positive organizational culture, and preparing for future challenges.	15
4	<b>Employee Relations and Compensation in MNCs</b> Managing Employee Relations: The strategies and best practices for managing employee relations, focusing on conflict resolution, communication, and fostering a positive organizational culture., Compensation and Benefits: The role of compensation and benefits in employee motivation and retention, assessing various compensation models and their effectiveness in aligning employee performance with organizational goals., Work-Life Balance and Employee Well-being: The impact of work-life balance initiatives on employee well-being, analyzing their effects on productivity, job satisfaction, and overall organizational health., Emerging Trends in HRM: Emerging trends in human resource management, such as remote work, diversity and inclusion, and the use of technology in HR processes, evaluating their implications for workforce management and organizational success.	15
<b>Total Hours</b>		<b>60</b>

#### **Textbook :**

- 1 International Human Resource Management, Peter J. Dowling, Marion Festing, Allen D. Engle Sr., Cengage Learning, 2023
- 2 International Human Resource Management, Anne-Wil Harzing, Ashly Pinnington, Sage Publications, 2022
- 3 International Human Resource Management: Policies and Practices for Multinational Enterprises, Dennis R. Briscoe, Randall S. Schuler, Ibraiz Tarique, Routledge, 2022
- 4 Human Resource Management: Text and Cases, K. Aswathappa, McGraw Hill Education, 2020

#### **References:**

- 1 International Human Resource Management, International Human Resource Management, P Subba Rao, Himalaya Publishing, 2021

**References:**

- 2 International Human Resource Management, International Human Resource Management, Chris Brewster, Paul Sparrow, Guy Vernon, Kogan Page, 2016

**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
10.00	10.00	20.00	20.00	20.00	20.00

**Instructional Method:**

- 1 Board Work, PPT, Case Study