
INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Learning Objective: To explore the concepts and technique of the essential elements of International Human Resource Management and to enable the students to recognize its critical issues. Also to update and let the students understand the concept and to apply them in international complex business environment.

Course Contents:

Unit I

Lectures: 10

Introduction: International Human Resource Management: Managing people in an international context. Hofstede's Approach. Concept, Approaches, Linking HR to international expansion strategies; Recruitment and selection of international managers, concept, criteria for recruitment and selection, sources, advantages and disadvantages of employing PCNs, TCNs, HCN; Comparative HRM: Flexibility and worklife balance.

Unit II

Lectures: 12

Managing diversity in International working: Diversity Management programme, affirmative action plans, Sexual Harassment at workplace; International training and management development: Expatriate Training - Strategies & Objectives, HCN Training- Process, Emerging Trends in Training for Competitive Advantage, Cross Cultural training- Phases in CCT Programme, Evaluating the Effectiveness of CCT, Frameworks of CCT.

Unit III

Lectures: 12

Factors associated with individual performance and appraisal: Organisational strategy and Performance Management, Setting Individual Performance Goals, Identifying Variables Affecting Performance, Appraising the Performance, Issues in managing performance in Global Context, Difficulties in Assessment); International Compensation: Objectives, components and approaches- Going Rate Approach, Balance Sheet Approach.

Unit IV

Lectures: 12

Repatriation and Expatriation: Repatriation: Process, challenges, designing a repatriation programme; Expatriate: Concept, Causes for Expatriate Failure, Managing Expatriate Failure, Female Expats; Cross border merger and acquisition: Nature, Motives behind M & As, Strategies of Post-Merger Outcome, HR Interventions.

Unit V

Lectures: 10

International Industrial Relations: Concept, Issues and Concerns, Unions' Influence on International IR, Recent Developments in Management and Union's Approach to International IR

Text Books:

1. Aswathappa K. & Dash Sadhna. (2008). *International HRM – Text and Cases* (2nd ed.). New Delhi. Tata McGraw Hills.
2. Sengupta Dr. Nilanjan & Bhattacharya Dr. Mousumi S. (2007) *International HRM* (2nd ed.). New Delhi. Excel Books.

References:

1. Lucas Rosemary & Lupton Ben . (2008). *Human Resource Management in an International Context*. USA: Jaico Publishing House.
2. Peter I. Dowling & Denise E. (2006). *International HRM* (1st ed.). New Delhi. Excel Books.