

**Name of the Subject:INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

**Course Code and Subject Code: HS 431, IHRM**

**Course Credit: FULL (50 SESSIONS OF 60 MINUTES EACH)**

### **Course Description**

The course is intended to provide a basic understanding about the finer aspects of international business to the students. It is aimed at making the students realize that International Business is a combination of multiple disciplines brought together in a systematic manner. The integration of General Management, Operations, Financial Management, Marketing Management as well as Human Resources Management in an international perspective is essential to International Business.

### **Evaluation pattern:**

Class participation and Attendance	10%
Quizzes, Presentations and Assignments	20%
Mid Term Examination	30%
End Term (University) Examination	40%

### **Pedagogy:**

- Lectures
- Case study
- Minor projects

<b>Session</b>	<b>Course Content</b>	<b>Percentile weightage</b>
1-5	Defining international HRM, Difference between domestic and International HRM, Organizational Structure in MNC	20%
6-12	International staffing, The role of an expatriates, The role of non expatriates, The role of the corporate HR functions	
13-15	Recruiting and selecting staff for International assignments- Introduction, Issues in staff selection	25%
16-20	Training and Development: The role of expatriate training, components of	

	effective pre-departure training, developing staff through international assignments	
21-25	Compensation: Objectives of International compensation, Key components of an international compensation program, Approaches to International compensation, Patterns in complexity	25%
26-30	Expatriation and Repatriation	
31-36	Performance Management: Introduction, performance management of International employees, performance appraisal of International employees	20%
37-40	Industrial Relations in International Context	
41-45	Managing people in International Context	10%
46-50	Case Study	

**Text Book:**

1. International Human Resource Management – Text and Cases P. L. Rao, Excel Books (Latest Edition)

**Reference Books:**

1. International Human Resource Management, Peter Dowling and Denice Welch, Cengage Learning
2. International Human Resource Management, Tony Edwards, Pearson Education
3. Global Human Growth Model, M.N Rudrabasavaraj, Himalaya
4. International Human Resource Management, Monir Tayeb, Oxford