COURSE MODULES OF THE SUBJECT INTERNATIONAL HUMAN RESOURCE MANAGEMENT 20MBAHR403

Course Syllabus with CO's

Faculty Name: **Bhavani B S** Academic Year: **2022 - 2023**

Department: **MBA**

Course Code	Course Title	Core/ Elective	Prerequisite	Contact Hours			Total Hrs/ Sessions
				L	T	P	
20MBAH R403	**IHRM**	Elective	-	**4**	**-**	**-**	**50**

Objectives

- To classify and categorise different Laws related to IHRM
- To create and reconstruct HRM System to be adopted in the Organisation related to International employees
- To appraise and judge the practical applicability of various strategy and approaches in managing International Organisation

Topics Covered as per Syllabus

Module-1

Meaning and Definition IHRM: Evolution, Challenges, Objectives, IHRM Versus Single Nation-centric HRM IHRM: Approaches Emergence of Global HR Manager IHRM;Culture and Cross-Cultural Management-Introduction, Studies on culture in management Positivist views: 'Culture and values' Interpretive views: 'Culture and meanings' Critical views: 'Culture and power"; Comparative Human Resource Management - Globalisation and HRM, The importance of context, Differences in HRM practice; Approaches to International Human Resource Management - Review of IHRM approaches, The concept of HRM, Are IHRM models applicable to other contexts? What factors affect HRM approaches internationally? What are the implications of change for IHRM approaches?

Module-2

Managing Knowledge in Multinational Firms: Introduction, Different types of knowledge, Factors influencing knowledge sharing How to stimulate knowledge sharing Gaining access to external knowledge, Knowledge retention From the management of knowledge to innovation
Training and Development: Developing Global Leaders and Expatriates
Training and Development: Domestic Versus International Organisations International Training Management: Basic Concepts and Models Leadership Training and Development in International Organisations Technology in International Training Management.

Module-3

Global Performance Management
Introduction, Key components of PMSs Factors affecting PMSs Culture and PMSs, PMSs in six leading economies: China, India, Japan, South Korea, UK and USA, PMS for expatriates
Total Rewards in the International Context
Recap: differentiating between PCNs, TCNs and HCNs Introduction: the current state of total rewards Complexities faced by IHR managers, International total rewards objectives for the MNC Newer forms of international assignments, Key components of global total rewards programs. Approaches to international compensation Repatriation issues, International trends in global total rewards.

Module-4

Introduction Staffing policies, Motives for international transfers, Alternative forms of international assignments. The international assignment process Dimensions of international assignment success
Multinational Companies and the Host Country Environment Introduction, Varieties of host country environments, Sustainability of divergent, employment arrangements Understanding how MNCs act in diverse host country, environments Host country effects on IHRM practices of MNC subsidiaries

Module-5

Regulation and Multinational Corporations: The Changing Context of Global Employment Relations
Importance of regulation and political context, Political agendas to de-regulate, Political and institutional drivers of de-regulation, Problems with de-regulation in a global context. Human Resource Management in Cross-Border Mergers and Acquisitions. Cultural differences and cross-border M&A performance, Managing cross-border integration: the HRM implications.

Module-6

Equal opportunities, Diversity Management, Work–life balance: practices and discourses; International Culture Management: Model Organisational Culture and Innovation, Models of Culture, Hofstede's Four, Cultural Dimensions, Trompenaar's Seven Cultural Dimensions, Globe's Nine Cultural Dimensions, Edgar Schein's Model of Culture Deal and Kennedy's Culture Model, Schneider's Culture Model, Cameron and Quinn's Model of Culture Charles Handy's Model of Culture Denison's Model of Culture, Profile of Organisational Culture in International Organizations Managing International Culture. Corporate Social Responsibility and Sustainability through Ethical HRM practices. Ethics and corporate social responsibility International labour standards.

List of Text Books

1 International Human Resource Management Srinivas R. Kandula Sage Publication India Pvt. Ltd. 2018
2 Global Talent Management: An Integrated Approach Sonal Minocha and Dean Hristov Sage Publication India Pvt. Ltd.2019
3 International Human Resource Management Anne-Wil Harzing, Ashly Pinnington Sage Publication India Pvt. Ltd.2011

List of URLs, Text Books, Notes, Multimedia Content, etc

- https://youtu.be/Hofstedemodel.mp4
- https://youtube.com/inttraining&development (.mp4)
- https://youtube.com/watch?performanceappraisal(.mp4)

Note: The aforesaid links and study materials are suggestive in nature, they may be used with due regards to copy rights, patenting and other IPR rules.

Sl No	Description	Bloom's Level
CO1	Gain conceptual knowledge and practical experience in understanding the HR concepts globally	L1, L2
CO2	Comprehend and correlate the strategic approaches to HR aspects amongst PCN's, TCN's and HCN's	L1,L2,L3
CO3	Develop knowledge and apply the concepts of HR in global perspective	L1,L2,L3
CO4	Have a better insight of HR concepts, policies and practices by critically analysing the impact of contemporary issues globally.	L1,L2,L3

CO-PO MAPPING

	PO

CO	PO1	PO2	PO3	PO4	PO5
CO1	X		X		X
CO2	X		X		X
CO3	X	X	X		
CO4	X		X	X	X

The SEE question paper will be set for 100 marks and the marks scored will be proportionately reduced to 60.

· The question paper will have 8 full questions carrying equal marks.

· Each full question is for 20 marks with 3 sub questions.

· Each full question will have sub question covering all the topics.

· The students will have to answer five full questions; selecting four full question from question number one to seven in the pattern of 3, 7 & 10 Marks and question number eight is compulsory.

· The SEE question paper should have the weightage of 60%