

GUJARAT TECHNOLOGICAL UNIVERSITY

MAM (MASTERS IN APPLIED MANAGEMENT)

DUAL DEGREE PROGRAMME

Year – V (Semester – IX) (W.E.F. July 2016)

Specialization: International Business

Subject Name: International Human Resource Management

Subject Code: 4190543

1. Course Objective:

- This course presents detailed coverage of the issues related to International Human Resource Management.
- This course is designed for the students who would be specializing in Human Resource Management.
- This course will help the students understand the dynamics of human resource management in the global context and manage human resource effectively.

2. Course Duration:

- The course duration is of 36 sessions of 75 minutes each.

3. Course Contents:

Module No:	Module Content	No. of Sessions	70 Marks (External Evaluation)
I	Defining international HRM, Difference between domestic and International HRM, The enduring context of IHRM, The path to global status, Control Mechanisms, Mode of operation, Approaches to staffing, Transferring staff for International business activities, The role of an expatriates, The role of non-expatriates, The role of the corporate HR functions	7	17
II	Recruiting and selecting staff for International assignments- Introduction, Issues in staff selection, factors moderating performance, selection criteria, Dual career couples, training and Development: The role of expatriate training, components of effective pre-departure training, developing staff through international assignments, Compensation: Objectives of International	7	17

	compensation, Key components of an international compensation program, Approaches to International compensation, Patterns in complexity, Re-entry and Career issues: Introduction, Therepatriation process, Individual reactions to re-entry,Multinational responses, designing a repatriation program		
III	Global issues in HRM: HRM in the host country context, Introduction, Standardization and adaptation of work practicesRetaining, developing and retrenching staff HR implications of language, standardization, monitoring the HR practices of host country sub contactors	8	18
IV	Industrial Relations: Introduction, Key issues in International Industrial relations, The response of trade unions to multinationals, Regional integration: the European Union(EU), The issues of social dumping, The impact of the digital economy, Performance Management: Introduction, Multinational performance management, performance management of International employees, performance appraisal of International employees, Performance of HCNEmployees	8	18
V	Practical: Student should study at least 4 to 5 Cases and/or pick up one of the above areas of study as applied in one Company / SME and make a Public Presentation the class in presence of preferably a InternationalHR / Recruitment Manager / Consultant in IT / ERP / SAP / Analytics / Import / Export / Multinational business.	8	Internal Evaluation (20 Marks of CEC)

4. Teaching Method:

- Discussions on concepts and issues of International Human Resource Management.
- Case discussion.
- Projects/ Assignments/ Quizzes/ Class participation etc

5. Evaluation:

A	Projects/ Assignments/ Quizzes/ Class participation etc	Weightage 50% (Internal Assessment- 50 Marks)
B	Mid-Semester examination	Weightage 30 % (Internal Assessment-30 Marks)
C	End –Semester Examination	Weightage 70% (External Assessment-70 Marks)

Note: Wherever the standard books are not available for the topic appropriate print and online resources, journals and books published by different authors may be prescribed.

6. Basic Text Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
T1	Peter Dowling and Denice Welch	International Human Resource Management	Cengage Learning	Latest Edition
T2	Tony Edwards	International Human Resource Management	Pearson Education	Latest Edition
T3	P. L. Rao	International Human Resource Management – Text and Cases	Excel Books	Latest Edition

7. Reference Books:

Sr.No.	Author	Name of the book	Publisher	Edition & Year of Publication
R1	M.NRudrabasavaraj	Global Human Growth Model	Himalaya	Latest Edition
R2	Terence Jackson	International Human Resource Management a Cross-Cultural approach	SAGE	Latest Edition
R3	Betty Jane Punnett	International Prespectives onOrganizational Behavior andHuman Resource Management	PHI	Latest Edition
R4	MonirTayeb	International Human Resource Management	Oxford	Latest Edition
R5	P. SubbaRao	International Human Resource Management	Himalaya	Latest Edition
R6	Pritam Singh, Sabir	Organizing and Managing in	INSAGE	Latest Edition
R7	Brewster, Chris & Sparrow, Paul	International Human Resource Management	University Press	Latest Edition
R8	Paul Evans, Vladimir Pucik, Paul Evans, and Vladimir Pucik	The Global Challenge: Frameworks for International Human Resource Management	McGraw Hill	2nd Edition
R9	Randall S. Schuler, Dennis R. Briscoe, and Lisbeth Claus	International Human Resource Management (Global HRM)	T & F Books	Latest Edition

8. List of Journals/Periodicals/Magazines/Newspapers, etc.

Journal of International Human Resource Management.

NB: The Instructor/s (Faculty Member/s) will be required to guide the students regarding suggested readings from Text(s) and references in items 6 and 7 mentioned above.

9. Session Plan:

Session No.	Topics
1-2	Defining international HRM, Difference between domestic and International HRM
3-4	The enduring context of IHRM, The path to global status, Control Mechanisms, Mode of operation
5-6	Approaches to staffing, Transferring staff for International business activities, The role of an expatriates, The role of non-expatriates, The role of the corporate HR functions
7-8	Recruiting and selecting staff for International assignments- Introduction, Issues in staff selection, factors moderating performance, selection criteria, Dual career couples
9-10	Training and Development: The role of expatriate training, components of effective pre-departure training, developing staff through international assignments
11-12	Compensation: Objectives of International compensation, Key components of an international compensation program, Approaches to International compensation, Patterns in complexity
13-15	Re-entry and Career issues: Introduction, The repatriation process, Individual reactions to re-entry, Multinational responses, designing a repatriation program
16-19	Global issues in HRM: HRM in the host country context, Introduction, Standardization and adaptation of work practices, Retaining, developing and retrenching staff,
20-22	HR implications of language standardization, monitoring the HR practices of host country sub contractors
23-25	Industrial Relations: Introduction, Key issues in International Industrial relations, The response of trade unions to multinationals, Regional integration: the European Union (EU)
26-28	The issues of social dumping, The impact of the digital economy Performance Management: Introduction, Multinational performance management, performance management of International employees, performance appraisal of International employees, Performance of HCN employees
29-36	Practical: Student should study at least 4 to 5 Cases and/or pick up one of the above areas of study as applied in one Company / SME and make a Public Presentation the class in presence of preferably a International HR / Recruitment Manager / Consultant in IT / ERP / SAP / Analytics / Import / Export / Multinational business.