

Course Code	Category	Hours / Week			Credits	Maximum Marks		
CMBB34	Elective	L	T	P	C	CIA	SEE	Total
		4	0	-	4	30	70	100
Contact Classes: 45	Tutorial Classes: Nil	Practical Classes: Nil				Total Classes: 45		
<p>OBJECTIVES:</p> <p>The course should enable the students to:</p> <ol style="list-style-type: none"> Understand the significance of international management and human resource planning. Know the cultural literacy and human resource information system in global business Examine the qualities, communication abilities and interpersonal relations of Global literate leader. Identify the role of scientific management, humanistic psychology, organic theories of management and the practice of HRM in American organizations. <p>COURSEOUTCOMES(COs):</p> <ol style="list-style-type: none"> Understand and gain knowledge in nature and scope of international human resource management, cultural and reality shock. Examine the international human resource management models, concept, pool's adaptation of Harvard model, the Brewster and Bournois model and comparative employment policy. Explain the significance of Convergence theory, Marxist theory, the cultural approach power distance (PDI), uncertainty avoidance (UAI), Use and explore the social environment and human resource practices, international recruitment, selection, training, hiring policies. Use and explore the human resource information, designing of human resource information system, computerized skill inventories. Analyze the characteristics of global companies, difference between domestic and global companies, H.R. Determine the development of global managers, concept, essential qualities of global literate leader, communication and interpersonal relations. Describe the characteristics importance, limitations and the seniority wage system in japans employee management. Demonstrate the scientific management, organic theories of management and the practice of HRM in American organizations. Describe the encouragement of union avoidance, transforming unionized industrial relations. 								
UNIT-I	NATIONAL HUMAN RESOURCE MANAGEMENT						Classes: 08	
Introduction, objectives an scope of international human resource management, cultural and reality shock, international human resource management models , concept, pool's adaptation of Harvard model, the Brewster and bourno is model, case study, comparative employment policy , concept, significance, convergence theory, Marxist theory, the cultural approach power distance (PDI), uncertainty avoidance (UAI), individuality (INV), masculinity (MASC).								
UNIT-II	SOCIAL ENVIRONMENT AND STAFFING						Classes: 09	
Concept, social environment and human resource practices, staffing: international recruitment, selection, training and hiring policies, staff retaining and motivating techniques, case study, cultural literacy and human resource information system in global business ,cultural awareness, essentials, advantages, cultural skills for co-operative								

advantages, human resource information system: concept ,limitations and uses, designing of human resource information system, computerized skill inventories.		
UNIT-III	BUSINESS MANAGEMENT OF GLOBAL COMPANIES	Classes: 10
<p>Characteristics of global companies, Difference between domestic and global companies, H.R. strategy planning for global organizations, HRM approaches in global companies.</p> <p>Developing Global Managers, Global literate leader: concept, essential qualities, communication and inter personal Relations, Training, Career development, succession planning, managerial stimulation's.</p>		
UNIT-IV	HRM IN EUROPE AND JAPAN	Classes: 09
<p>Background of Europe, the institutions of the European Community (E.C.): the council of ministers, the commission, the court of justice, the parliament, the social charter, E.C. legislation procedure, case study; Japans Employee management: Introduction, lifetime employment, characteristics, importance, limitations, the seniority wage system, relevance of Japanese Management in Indian Context, case study.</p>		
UNIT-V	THE AMERICAN APPROACH TO HRM	Classes: 09
<p>Scientific Management, Behavioral an humanistic psychology, organic theories of management, the practice of HRM in American organizations, encouragement of union avoidance, transforming unionized industrial relations, case study. International Compensation - Principles of International Compensation, Methods and practices of International Compensation, International Compensation and employee satisfaction, case study.</p>		
Text Books:		
<ol style="list-style-type: none"> 1. Randall s. schuler and susan e Jackson, “Strategic Human Resource Management” Black well Publishing, 1st Edition, 1999. 2. Catherine Truss, David Mankin, Clare Kelliher, ‘‘Strategic Human Resource Management’’ Pearson Education, 2nd Edition, 2001. 3. Mark Saunders, Mike Millmore, Philip Lewis, Adrian Thornhill, Trevor Morrow “Strategic Human Resource Management” Pearson, 2nd Edition, 2007. 4. Catherine Truss, David Mankin, Clare Kelliher, “Strategic Human Resource Management” Harvard Business School Press, 2nd Edition, 1999. 		
Reference Books:		
<ol style="list-style-type: none"> 1. Dave Ulrich “Human Resource Champions” Published by Harvard Business School Press. 2. Randall Schuler and Dennis Briscoe “International Human Resource Management” Routledge Global Human Resource Management Series 3. Monir Tayeb “International Human Resource Management”, Published by Oxford University Press. 4. BiswajeetPattanayak, “Corporate HRD” Excel Books, 3rd Edition, 2007. 		
Web References:		
<ol style="list-style-type: none"> 1. https://www.studynama.com/community/threads/465-international-human-resource-management-pdflecture-note-ebook-download-mba 2. https://www.scribd.com/doc/15744060/international-human-resource-management 		
E-Text Books:		
<ol style="list-style-type: none"> 1. https://books.google.co.in/books/about/International_human_resource_management.html?id=FcIK 2. https://6xtWfy0CFreemanagementebooks.com 3. http://bookboon.com/en/hrm-ebooks 		