



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal - 500 043, Hyderabad, Telangana

COURE CONTENT

| INTERNATIONAL HUMAN RESOURCE MANAGEMENT | | | | | | | | |
|--|------------------------------|-------------------------------|---|---|--------------------------|---------------|-----|-------|
| IV Semester: MBA | | | | | | | | |
| Course Code | Category | Hours / Week | | | Credits | Maximum Marks | | |
| CMBD54 | Elective | L | T | P | C | CIA | SEE | Total |
| | | 4 | - | - | 4 | 40 | 60 | 100 |
| Contact Classes: 45 | Tutorial Classes: Nil | Practical Classes: Nil | | | Total Classes: 45 | | | |
| Prerequisite: Human Resource Management | | | | | | | | |

I. COURSE OVERVIEW:

International Human Resource Management involves a future-oriented process of developing and implementing HR programs that solve business problems and directly contribute to major long-term business objectives. Specific topics covered in this course include International Human Resource Management theories and practices, social environment and staffing skills, National and International organizations of human resource management approaches, methods and practices of Europe, Japan and American approaches to human resource management with appropriate case studies.

II. COURSE OBJECTIVES:

The students will try to learn:

- I The various models of International Human Resource management.
- II International Human Resource planning and Recruitment and selection.
- III The performance management, training and development.
- IV The components and structure of international compensation package and also role of International industrial relations.

III. COURSE OUTCOMES:

At the end of the course students should be able to:

- CO1 Understand the International human resource management models.
- CO2 Explain global HRM planning Process, issues in supply of International human resources.
- CO3 Assess the key areas of performance appraisal system.
- CO4 Evaluate the need for global training and development.
- CO5 Identify complexities in compensation management and factor that effect international compensation.
- CO6 Examine the role of trade union in MNC's and the concept of collective negotiations, disputes conflicts.

IV. COURSE CONTENT:

MODULE-I-INTERNATIONAL HUMAN RESOURCE MANAGEMENT MODEL (09)

Harvard Model, 5Ps Model of HRM, Social and culture and context of HRM, managing culture diversity, strategies for managing workforce diversity, IHRM over view. Organizational structure and HRM.

MODULE -II-INTERNATIONAL HUMAN RESOURCE PLANNING & RECRUITMENT AND SELECTION (08)

International Division of Labor, Global Human Resource Planning, Issues in Supply of International Human Resources, Why Do MNCs Require Different Categories of Employees, Recruitment, Selection.

MODULE -III-PERFORMANCE MANAGEMENT, TRAINING AND DEVELOPMENT (10)

Challenges of International Performance Management, Areas to be Appraised, Organizational Role Expectations, Methods of performance appraisal.

Introduction, Why Global Training? Training methods, Areas of Global Training and Development

MODULE -IV- COMPENSATION AND BENEFITS (10)

Complexities in International Compensation Management, Objectives of International Compensation Management, Factors that Affect International Compensation, Components/Structure of International Compensation Package, Executive Compensation, Approaches to International Compensation Management.

MODULE -V-INTERNATIONAL INDUSTRIAL RELATIONS (08)

Three Actors of Industrial Relations, Trade Unions, Concerns of Trade Unions in Multinational Companies, Collective Negotiations, Disputes or Conflicts, Quality Circles and Participative Management, Shifts in Global Business, Shifts in Human Resource Management, Shifts in Industrial Relations.

V. TEXT BOOKS:

1. Tarique, T&F/Routledge “International Human Resource Management” 5th edition, 2020.
2. Kandula Srinivas R “International Human Resource Management” 2nd edition, 2018.
3. Peter J. Dowling Marion Festing, Allen D. Engle, “International Human Resource Management “, 3rd edition, 2017.

VI. REFERENCE BOOKS:

1. P.L. Rao “International Human Resource Management” Excel Books, first Edition, New Delhi.
2. K. Aswathappa & Sadhna Dash, “International Human Resource Management “Second Edition, McGraw hill Publication, New Delhi.
3. Tony Edwards “International Human resource Management “4th edition, Pearson publication, New Delhi.
4. P. Subba Rao, International Human Resource Management, second edition, Himalaya publishing house, New Delhi.
5. Peter J.Dowling & Marion Festing, “International Human Resource Management “, 2nd edition, Cengage publishing, New Delhi.

VII. WEB REFERENCES:

1. <https://play.google.com/books/reader?id=9eTSAwAAQBAJ&hl=en&pg=GBS.PT1>
2. <https://play.google.com/books/reader?id=3phMDwAAQBAJ&hl=en&pg=GBS.PR5>
3. <https://play.google.com/books/reader?id=j-zcDgAAQBAJ&hl=en&pg=GBS.PR4>
4. <https://play.google.com/books/reader?id=0cwgAQAQBAJ&hl=en&pg=GBS.PA20.w.1.0.76>
5. <https://play.google.com/books/reader?id=1CxUDwAAQBAJ&hl=en&pg=GBS.PT54.w.1.0.58>

6. <https://play.google.com/books/reader?id=4rw3DgAAQBAJ&hl=en&pg=GBS.PR14>

VIII. E-TEXTBOOKS:

1. https://www.amazon.in/dp/b001g0obfs/ref=cm_sw_r_apan_glt_mwanfyddehpcqzqmfj3v
2. https://www.amazon.in/dp/b00aooonezk/ref=cm_sw_r_apan_glt_54q17wa19n9qry85p1ka.
3. https://www.amazon.in/dp/b008iiqvvdq/ref=cm_sw_r_apan_glt_ngvg4htr4tk2egb8b2c0?_encoding=utf8&pvc=1.
4. <https://www.pdfdrive.com/5-international-human-resources-management-e27035115.html>
5. <https://www.pdfdrive.com/international-human-resources-management-e25138235.html>
6. <https://www.pdfdrive.com/international-human-resource-management-e187081028.html>
7. <https://www.pdfdrive.com/international-human-resource-management-3rd-edition-global-hrm-e188991034.html>