

STRATEGIC HUMAN RESOURCE MANAGEMENT

III Semester: MBA								
Course Code	Category	Hours / Week			Credits	Maximum Marks		
CMB409	Elective	L	T	P	C	CIA	SEE	Total
		3	-	-	3	30	70	100
Contact Classes: 45		Tutorials 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"> I. Understand the international management and human resource planning. II. Gather information about global business. III. Analyze about relation and carrier of management. IV. Demonstrate the human resource practices and their positive influence on the company's bottom line. <p>COURSE OUTCOMES:</p> <ol style="list-style-type: none"> 1. Understand and gain knowledge in nature and scope of international human resource management, cultural and reality shock. 2. Examine the international human resource management models, concept, pool's adaptation of Harvard model, the Brewster and Bournois model and comparative employment policy. 3. Explain the significance of Convergence theory, Marxist theory, the cultural approach power distance (PDI), uncertainty avoidance (UAI), 4. Use and explore the social environment and human resource practices, international recruitment, selection, training, hiring policies, staff retaining and motivating techniques. 5. Discuss the purpose of cultural literacy and human resource information system in global business, cultural awareness, essentials, advantages, cultural skills for co-operative advantages. 6. Use and explore the human resource information system includes concept, limitations and uses, designing of human resource information system, computerized skill inventories. 7. Analyze the characteristics of global companies, difference between domestic and global companies, H.R. 8. Determine the development of global managers, concept, essential qualities of global literate leader , communication and interpersonal Relations, 9. Illustrate the background of Europe, the institutions of the European community (E.C.). 10. Describe the characteristics importance, limitations and the seniority wage system in japans employee management 11. Demonstrate the scientific management, behavioral a humanistic psychology, organic theories of management and the practice of HRM in American organizations. 12. Describe the encouragement of union avoidance, transforming unionized industrial relations, international compensation principles, methods and practices. 								
UNIT-I	INTERNATIONAL HUMAN RESOURCE MANAGEMENT						Classes: 10	
<p>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 bournois 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).</p>								

UNIT-II	SOCIAL ENVIRONMENT AND STAFFING	Classes: 10
<p>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.</p>		
UNIT-III	BUSINESS MANAGEMENT OF GLOBAL COMPANIES	Classes: 05
<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 interpersonal Relations, Training, Career development, succession planning, managerial stimulation's.</p>		
UNIT-IV	HRM IN EUROPE AND JAPAN	Classes: 10
<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: 10
<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:		
<p>1. Strategic Human Resource Management by “randall s. schuler and susan e jackson” Publisher: Blackwell Publishing.</p>		
Reference Books:		
<p>1. Human Resource Champions by Dave Ulrich, Publisher: Harvard Business School Press. 2. International Human Resource Management by Randall Schuler and Dennis Briscoe, (Routledge Global Human Resource Management Series 3. International Human Resource Management by Monir Tayeb, Publisher: Oxford University Press. 4. Corporate HRD by Biswajeet Pattanayak, Publisher: Excel Books</p>		
Web References:		
<p>1. https://www.studynama.com/community/threads/465-international-human-resource-management-pdf-lecture-note-ebook-download-mba 2. https://www.scribd.com/doc/15744060/international-human-resource-management</p>		
E-Text Books:		
<p>1. https://books.google.co.in/books/about/International_human_resource_management.html?id=FciK6xtWfy0CFreemanagementebooks.com 2. http://bookboon.com/en/hrm-ebooks</p>		