GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme	Master of Business Administration				Branch/Spec.	Human Resources Management			
Semester	IV				Version	1.0.0.1			
Effective from *Academic* Year			2021-22		Effective for the batch Admitted in			June 2020	
Subject code	**2IVA07IHR**		Subject Name		**INTERNATIONAL HUMAN RESOURCES MANAGEMENT**				
Teaching scheme					Examination scheme (Marks)				
(Per week)	Lecture(DT)		Practical(Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	4	0	0	0	4	Theory	60	40	100
Hours	4	0	0	0	4	Practical	-	-	-
Pre-requisites:									

Objectives

The Objective of the course makes students understand different conceptual frameworks and techniques for International Human Resource Management in Multicultural settings.

Learning Outcomes:

2IVA07IHR.CO1: Understand the impact of global business environments, cultural variables, and cross-cultural differences on managerial practices.

2IVA07IHR.CO2: Analyze leadership, communication, and negotiation practices across cultures to manage diversity in global organizations.

2IVA07IHR.CO3: Apply international HRM approaches, recruitment, training, compensation, and performance systems to manage global workforce challenges.

2IVA07IHR.CO4: Examine HRM practices, issues, and strategies in global mergers, joint ventures, and industrial relations within multinational contexts.

Theory syllabus

Unit	Content	Hrs
1	Global Business Environment and Human Component: Global Business Environment and Human and Cultural variables and Cross cultural differences and managerial implication Hofstede study.	15
2	Cross Cultural management: Cross Cultural Leadership and Decision making, Cross Cultural Communication and negotiation, Leadership Style in USA, Japan, China and India	10
3	International human resource management: Approaches; International Recruitment and Selection, Dual Career Couple, Female Performance Management and Training and Development, International HRM roles in multinational organizations, Expatriate problem, International Compensation and Benefits, Repatriation.	20
4	Key issues in International Labour Relations: International Industrial Relations and the Global Institutional Context, HRM practices in countries especially in Japan, Germany, Netherlands, Scandinavian Countries, and USA, HR Issues and Activities in International Joint Ventures, HR Issues and Activities in International Mergers & Acquisitions, Issues, Challenges & Development in International HRM	15

Practical content

Text Books

1	Dowling, P. J., Festings, M., and Engle, A., International human resource management: Managing people in a multinational context. Cengage Learning.

Reference Books

1	G. Hofstede – Cultures Consequence; International Differences in Work related Values – Sage.
2	Briscoe, D., Tarique, I., & Schuler, R.,International Human Resource Management: Policies and Practices for Multinational Enterprises. Routledge
3	Tayeb, M., International Human Resource Management: A Multinational Company Perspective. Oxford University Press

4	Mangaraj, S.,- Globalization and Human Resource Management, Excel Books.
5	S. C. Gupta- Text book of International HRM-Macmillan.
6	Dowling, Welch & Schuler,- International H.R.M. Excel Books.

Note:

Version 1.0.0.0 (First Digit= New syllabus/Revision in Full Syllabus, Second Digit=Revision in Teaching Scheme, Third Digit=Revision in Exam Scheme, Fourth Digit= Content Revision)

L=Lecture, TU=Tutorial, P= Practical/Lab., TW= Term work, DT= Direct Teaching, Lab.= Laboratory work

CE= Continuous Evaluation, SEE= Semester End Examination

Mapping of CO with PO and PSO:

Semester 4: Course Name: 2IVA07IHR INTERNATIONAL HUMAN RESOURCES MANAGEMENT							
Course outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7
2IVA07IHR.CO1	1	2	2	3	3	3	1
2IVA07IHR.CO2	2	2	3	3	3	3	2
2IVA07IHR.CO3	3	2	3	3	3	2	2
2IVA07IHR.CO4	3	2	3	3	3	1	2

Semester 4: Course Name:2IVA07IHR INTERNATIONAL HUMAN RESOURCES MANAGEMENT			
Course outcomes	PSO1	PSO2	PSO3
2IVA07IHR.CO1	1	2	1
2IVA07IHR.CO2	2	2	2
2IVA07IHR.CO3	3	3	3
2IVA07IHR.CO4	3	3	3