M.Com (HRD)
IV Semester
PAPER CRH552: GLOBAL HUMAN RESOURCES MANAGEMENT

Workload: 3 hours Lecture and 2 hours Tutorial per week: Total 4 Credits

Objective: The course is envisaged to provide the students the knowledge related to management of human resources in business enterprises. This course familiarizes the students with various facets of human resources and their management at the global scenario.

Unit -1: Nature of international Human Resource Management: International HRM and Emerging Horizons of HRM: Concept, importance, and models of International HRM; Approaches to IHRM. Differences between domestic HRM and IHRM. Challenges of International HR Managers; Global HR practices – Recent trends.

Unit -2: Human Resource Planning: Recruitment and selection-issues in staff selection of expatriates. Training and development of expatriates, Training and Development of International staff and Multinational teams. Cross-cultural training – Recent trends.

Unit -3: Performance Management: Factors associated with individual performance and appraisal criteria used for performance appraisal of international employees –appraisal of host country nationals. Compensation: objectives of international compensation. Approaches of International compensation management – Recent trends.

Unit -4: Cross-cultural analysis: Introduction. Structural framework of Cross Cultural Analysis, Cross cultural validity of management trends. Importance of Communication in an International context. Functional implication of International HRM- Managing diversity – Recent trends.

Unit -5: Expatriate Failure: Causes of failure, Repatriation-Repatriation process. Labor relations-Key issues in international relations –strategic choices before firms-strategic choices before unions-union tactics – Recent trends.

References:

1. World class supply management: Burl Dabler and standing -Tata McGraw Hill.
2. International Human Resource Management: A Global Perspective : Practices and
3. International HRM: S C Gupta, Publisher-Mac Millan.
4. International Human Resource Management: Chris Rees and Tony Edwards-Pearson
   Strategies for Competitive Success: S K Bhatia, Deep and Deep, 2005.