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| **BBA 634: International HRM** | |
| **Teaching Scheme** | **Examination Scheme** |
| Lectures: 3 hrs/Week | Class Test -12Marks |
| Tutorials: 1 hr/Week | Teachers Assessment - 6Marks  Attendance – 12 Marks |
| Credits: 4 | End Semester Exam – 70 marks |

# Course Objectives: The objective of this course is to enable the students to understand the HR Management and system at various levels in general and in certain specific industries or organizations at the international level. The subject is also develop to analyse the issues and strategies required to select and develop manpower resources and to enable the students to integrate the understanding of various HR concepts along with the domain concept in order to take correct business decisions

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# Course Outcomes:

**CO1**. To develop the understanding of the concept of human resource management and to understand its relevance in organizations.

**CO2.** To develop necessary skill set for application of various HR issues.

**CO3.**To analyse the strategic issues and strategies required to select and develop manpower resources.

**CO4.** To integrate the knowledge of HR concepts to take correct business decisions.

**CO5.** Understanding the know-how of the manpower planning

**CO6.** Understanding conceptual framework of International HRM

**Course Content -**

**Unit-1**

**International Human Resource Management:** Concept, Scope and Significance, Approaches to International Human Resource Management; Differences between Domestic and international HR activities; Organizational Structure of Multinational Corporations; Theories and Models of Human Resource Management in MNC’s.

**Unit-2**

**International Human Resource : Recruitment and Selection;** Cross National Differences in Personnel and Organization Policies ; Sources of Human Resources ; Home -Country, Host –Country, Third-Country Nationals; Selection Criteria for International Assignment; Adaptability to Cultural Change, Motivation for a Foreign Assignment and Leadership Ability.

**Unit-3**

**Training and Development:** Methods of training, Process of Expatriate and Repatriation Management Development in International Settings; Global Leadership Development; Process of Repatriation.

**Unit-4**

**Compensation: Rewards and Benefits;** Multinational Corporations and Compensation Systems, Performance Management in MNCs.

**Unit-5**

**Labour Relations and Conflict Resolution in Multinational Corporations;** Forms of Industrial Democracy in Multinational Corporations; Issues and Challenges of IHRM

**Unit-6**

Performance Management: Introduction, performance management of International employees, performance appraisal of International employees

**Text and Reference Books-**

1. Anne Wil Harzing et al., International Human Resource Management, Sage, New Delhi.
2. Hodgetts, Ricn M., and Luthan, Fred, International Human Resource Management, The McGraw Hill Companies Inc., New York.
3. Mead, Flichard, International Management, Blackwell Business,USA.
4. Briscoe, Dennis R., International HRM, Prenticse Hall, NJ.
5. Torrington, D., International HRM: Think Globally and Act Locally, Hemel Hempstead, Prentice Hall.
6. Evans, P.et al., (ed.), HRM in International Firms: Change, Globalization and Innovation; Macmillan, London, 1989.
7. Storey, John, Managing Human Resources : Preparing for the 21st Century, Beacon Booms, New Delhi.
8. Dr.Nilanjan Sengupta, Dr.Mousuni S.Bhattacharya International Human Resource Management Excel Books New Delhi 2007