

Global Human Resource Management

Course Code	21BA4T5HA	Year	II	Semester	II
Course Category	Elective (HR)	Branch	Business Administration	Course Type	Theory
Credits	3	L-T-P	3-0-0	Prerequisites	Basics of HRM
Continuous Internal Evaluation	30	Semester End Evaluation	70	Total Marks	100

Course Outcomes

Upon successful completion of the course, the student will be able to:

CO1	Identify the basic concepts of global human resource management to understand the challenges of globalization and the differences between Domestic and international Human Resource Management.	L3
CO2	Examine the concepts like staffing, training and development, appraisal in global perspective.	L4
CO3	Identify factors affecting cross cultural management with theories and challenges faced by Indian MNC's.	L3
CO4	Compare and contrast global compensation management practices and domestic practices.	L4
CO5	Identify the global strategic advantages and challenges through the concept of Human Resource Development.	L3

Contribution of Course Outcomes towards achievement of Program Outcomes & Strength of correlations (3-High, 2-Medium, 1-Low)

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PSO1	PSO2
CO1	3	2	-	-	-	3	-	2	3	2	-	3	3
CO2	3	2	-	-	-	3	-	2	3	2	-	3	3
CO3	3	2	-	-	-	3	-	2	3	2	-	3	3
CO4	3	2	-	-	-	3	-	2	3	2	-	3	3
CO5	3	2	-	-	-	3	-	2	3	2	-	3	3

SYLLABUS

Unit No.	Contents	Mapped CO
I	Introduction: A Global HR Perspective in New Economy-Challenges of Globalization - Implications of Managing People and Leveraging Human Resource - Strategic Role of International HRM – Distinction between Domestic and International HRM.	CO1
II	Managing International Assignments: Significance -Global HR Planning – Staffing policy – Training and development – performance appraisal-Positioning Expatriate – Repatriate – factors of consideration - Strategies - International assignments for Women – Problems.	CO1 CO2
III	Cross Culture Management: Importance – Concepts and issues –Cross-Cultural Theories – Hofstede's Model– Andre- Laurent's Theory – Skill building methods – Cross Culture Communication and Negotiation – Cross Culture Teams	CO1 CO3

IV	Compensation Management: Objectives -Importance- Issues – Methods – Factors of Consideration– Approaches of Compensation in Global Assignments - global compensation implications on Indian systems.	CO1 CO4
V	Global Strategic Advantages through HRD: Measures for creating global HRD Climate – Strategic Frame Work of HRD and Challenges - Globalization and Quality of Working Life and Productivity – Challenges in Creation of New Jobs through Globalization.	CO1 CO5
Case Study Compulsory. Relevant cases have to be discussed in each unit.		

Learning Resources	
Text Books:	
<ol style="list-style-type: none"> 1. Aswathappa K, Sadhana Dash (2011), “International Human Resource Management”, Tata Mc Graw Hills, New Delhi. 2. Subba Rao P (2015), “International Human Resource Management”, Second Edition, Himalaya Publishing House, Hyderabad. 	
Reference Books:	
<ol style="list-style-type: none"> 1. Sujata Mangaraj (2008), “Globalization and Human Resource Management”, Excel Books, New Delhi. 2. Peter J. Dowling, Denice E. Welch. (2015), “International Human Resource Management”, Thomson, India. 3. Charles M. Vance (2009), “Managing a Global Work Force”, PHI Learning, New Delhi. 4. Chris Brewster (2008), “International Human Resource Management”, University Press, New Delhi. 5. Pradeep Kumar Sinha & Sanchari Sinha (2008), “International Business Management”, Excel Books, New Delhi. 6. Nilanjan Sen Gupta (2011), “International Human Resource Management Text and cases”, Excel Books, New Delhi. 7. Tony Edwards (2012), “International Human Resource Management”, Pearson Education, New Delhi. 8. Monir H Tayeb (2012), “International Human Resource Management”, Oxford Universities Press, Hyderabad. 9. E Parry, Stavrou, Lazorova (2013), “Global Trends in HRM”, Springer Publications. 10. S K Bhatia (2009), “HRM in Global Scenario”, Deep and Deep Publishers, New Delhi. 11. Srinivas Kandula (2018), “International HRM”, Sage Publications, New Delhi. 12. Peter Holland (2019), “Contemporary HRM Issues in the 21st Century”, Emerald Publishing, London. 	
e- Resources & other digital material:	
-Nil-	