

Global Human Resource Management
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[DSE]


Semester: VI	Credits: 3+1	Subject Code: BB62205C	Lectures: 48
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Course Outcomes:

At the end of this course the learner will be able to:

- Describe and review the significance of Global HRM in International Business.
- Apply the knowledge of Global Recruitment and Selection.
- Relate to the concepts of Global Training & Development and Global Compensation.
- Develop the sound knowledge about strategic HRM, Knowledge management and Ethics related challenges for the HR functions in multinational enterprises.
- Evaluate the HRM in a broader, comparative, and international perspective to deal with complex issues and manifold risks.

Unit 1: Introduction to Globalization and Global HRM	12
<ul style="list-style-type: none"> ● Globalization <ul style="list-style-type: none"> ○ Concept, Significance and Challenges ○ Drivers of Globalization ● Global HRM <ul style="list-style-type: none"> ○ Concept ○ Characteristics of Global HRM ○ Objectives of Global HRM ○ Development of Global HRM ○ Importance of Global HRM in International Business ○ Global HRM Challenges ○ Ethical issues ● Approaches to IHRM ● IHRM model- internet ● Distinguish between Global HRM and Domestic HRM 	

Unit 2: Global HR Functions- Staffing: Recruitment and Selection	12
<ul style="list-style-type: none"> ● Global Staffing- Introduction and Importance ● The role of expatriates and non-expatriates ● Staffing Policy Approaches in International HRM ● Recruiting staff for Global Assignment ● Global labour market ● Global Recruitment function - head-hunters, cross-national advertising, e-recruitment; ● Selecting staff for Global Assignment 	

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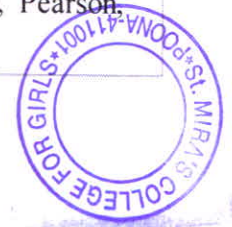
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<ul style="list-style-type: none"> • Selection Criteria and Techniques 	
<p>Unit 3: Global HR Functions- Training, Development and Compensation</p>	12
<ul style="list-style-type: none"> • Global Training & Development <ul style="list-style-type: none"> ○ Introduction and Significance ○ Objectives ○ The role of expatriate training ○ Key components of effective pre-departure training ○ Developing staff through international assignments ○ Barriers in Global Training & Development • Global Compensation <ul style="list-style-type: none"> ○ Concept and Importance ○ Objectives, ○ Key components of Global Compensation program, ○ Approaches to Global Compensation ○ Barriers in Global Compensation 	

<p>Unit 4: Global HRM Trends</p>	12
<ul style="list-style-type: none"> • Strategic HRM in multinational enterprises • Role of Technology in Global HRM • Knowledge Management and Global HRM • Cross Culture GHRM <ul style="list-style-type: none"> ○ Concept and Importance ○ Issues in organization culture ○ Cultural diversity at work ○ Motivation and communication across culture ○ Cross cultural leadership ○ Multi cultural teams 	

#12 hours for Library work, assignments, practical or field work

<p>Recommended Text Books:</p>
<ul style="list-style-type: none"> • Dr. Rajeesh Viswanathan, Veena, Booma, Satinder, <i>HRM in Global Perspective</i>, Himalaya Publication, 2017 • C B Gupta, <i>Human Resource management</i>, 18th edition, Sultan Chand & Sons, 2017. • Gary Dessler, Biju Varkkey, <i>Human Resource Management</i> by, 15th edition, Pearson, 2018



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Recommended Reference Books:

- Peter Dowling and Denice Welch Tony Edwards *International Human Resource Management* Cenagage Learning
- Tony Edward, *International HRM: Globalization*, National System and multinational Companies
- Monir Tayeb, *International Human Resource Management*, Oxford University Press
- Aswthappa,, *Human Resource Management*, Publisher: TMH, NewDelhi, 2012
- Rao,*Human Resource Management-Text & Cases*, V.S.P, Publisher: Excel Books, New Delhi, 2014
- Ramaswamy, *Managing Human Resources*, E., Publisher: Oxford University Press, New Delhi, 2012
- Michael Armstrong, *A hand book on Human Resource Management* - ebook

Websites:

- <https://myventurepad.com/international-human-resource-managementihrm/>

E- Resources

1. <https://nlist.inflibnet.ac.in/>
2. <https://search.ebscohost.com/>

Board Of Studies	Name	Signature	
Head of the Department	Dr. Rama Venkatachalam		<i>Rama Venkat</i> 15/06/21
Faculty*	Ms. Abhradita Chatterjee Nahvi	<i>Abhradita</i> 15/06/21	<i>Nahvi</i> 15/06/21
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One Alumni***	Ms. Devi Krishna		<i>Devi Krishna</i> 15/06/21



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