

**HUMAN RESOURCE MANAGEMENT (DSE)
CROSS CULTURAL HR & INDUSTRIAL RELATIONS
[DSE]**

Semester V	Credits- 03+1	Subject Code: BB52205C	Lectures: 48
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<p>Course Outcomes</p> <p>At the end of this course , the learner will be able to,</p> <ul style="list-style-type: none"> • Comprehend Cultural Variables in Multinational Enterprises. • Apply business etiquette and dining etiquette that will help to work in different countries across the globe. • Relate and assess the relationship between Cross-Culture Management and Human Resource Management. • Comprehend the fundamental knowledge of Industrial Relations. • Summarise the provisions under The Industrial Disputes Act,1947, The Factories Act, 1948 and The Maternity Benefit Act 2017.

<p>Unit 1: Introduction to Cross - Cultural Management</p> <ul style="list-style-type: none"> • Culture and Cross Culture <ul style="list-style-type: none"> ○ Concept ○ Six Dimensions of National Culture by Professor Geert Hofstede ○ Cultural differences and similarities • Cultural Variables in Multinational • Enterprises Communicating across Cultures • Negotiating across Cultures • Multicultural Teams • Cross-Cultural Management and business etiquette 	12
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<p>Unit 2: Cross-Culture and Human Resource Management</p> <ul style="list-style-type: none"> • Cross-Culture and Human Resource Management <ul style="list-style-type: none"> ○ Concept, Scope, Importance ○ Cross-cultural Human Resource Management • Motivation Across Cultures • Leadership and Decision Making Across Cultures • Communication & Negotiation Across Cultures • Rewards Across Cultures • Training Across Cultures • Power and Conflict Across Cultures • Skills for a Global Manager • Cross-cultural Differences and Managerial Implications 	12
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(The Role of Human Resource Management in Cross-Cultural Environment)

Unit 3: Fundamentals of Industrial Relations	12
<ul style="list-style-type: none"> ● Industrial Relations <ul style="list-style-type: none"> ○ Concept, Evolution of Industrial Relations ○ Importance and Scope of Industrial Relations Approaches towards the study of Industrial Relations <ul style="list-style-type: none"> ○ Psychological Approach, ○ Sociological Approach, ○ Socio Ethical Approach, ○ Gandhian Approach ○ Industrial Relations Approach ○ HR Approach ● Ethical Codes & Industrial Relations 	

Unit 4: The Industrial Disputes Act,1947, The Factories Act, 1948 and The Maternity Benefit Act 2017	12
<ul style="list-style-type: none"> ● The Industrial Disputes Act,1947 - <ul style="list-style-type: none"> ○ Definitions ○ Authorities, Power and Duties under the Act, ○ Strike & lockout, Lay-off, ○ Grievance Redressal Machinery ● The Factories Act, 1948 <ul style="list-style-type: none"> ○ Definitions ○ Authorities under the Act ○ Provisions regarding Safety, ○ Provisions regarding Health, ○ Provisions regarding Welfare, ○ Provisions regarding Leave with Wages, ○ Provisions regarding Working hours of adults ● The Maternity Benefit Act 2017 <ul style="list-style-type: none"> ○ Application of Act. ○ Definition ○ Right to payment of maternity benefit ○ Payment of maternity benefit in case of death of a woman ○ Provision of creche' facility 	

12 hours for Library work, practical or field work or research purposes



Recommended Text Books:

- Shobhana Madhavan ,*Cross-cultural Management- Concepts and Cases* ,Oxford University Press

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- A M Sharma ,*Industrial relations and Labour Law* , Himalaya Publishing

Reference Books:

- P. Subba Rao *International Human Resource Management*, Himalaya Publishing, 2020
- Geert Hofstede ,*Culture 's Consequence - International Differences in Work-related Values-*, Sage Publications
- Peter Dowling & Denice ,*International Human Resource Management-* E. Welch, Cengage Learning
- P.K. Padhi ,*Labour and Industrial Laws-*, PHI Learning Private Limited
- S. P. Jain, Simmi Agarwal, *Labour and Industrial Laws-* Dhanpat Rai & Co

E- Resources

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

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