

Name of Institute: Indus Institute of Management Studies (IIMS)

Name of Faculty: Dr Richa Verma

Course code: IMB0734

Course name: International Human Resource Management

Pre-requisites: Basic concepts of IHRM

Credit points: 3 Credits

Offered Semester: VII

Course Lecturer (1 to 15 weeks)

Full name: Dr Richa Verma

Department with siting location: 4th Floor, Bhanwar Building.

Email: richaverma.iims@indusuni.ac.in

Consultation time: 9:00 AM to 4:30 PM

Students will be contacted throughout the Session via Mail with important information relating to this Course.

Course Objectives

Understand complexities and dynamics of Cross cultural and multinational enterprises.

Explore the difference between Domestic HRM and International HRM

Learn to manage Human resources in international context.

Course Outcomes (CO)

At the completion of the course, the student will be able to:

CO1- To familiarize the students with the various concepts and issues relating to management of HR in International business.

CO2- To enable students to explore the challenges posed by rapid globalization of business.

CO3- To understand and analyze human resource issues for making effective decisions in the contemporary international business environment.

CO4- To review the theories, models and concepts developed in the areas of international management, international organizational behavior, cross-cultural management.

CO5- To explore emerging disciplines, and study their implications on International HRM practices.

CO6- To Know the application of the theories and concepts & their managerial applications.

Course Outline

UNIT-I

IHRM and Cross Cultural Management

Designing Global Organizations, Linking HR to International Strategies, Difference between domestic and International HRM, Understanding Culture and Cross- Cultural management.

UNIT - II

Strategic HRM and International Staffing

Strategic International Human Resource Management
Recruitment and Selection of international assignments.

UNIT-III

International Performance and Development

International Performance management
International Training and Development
Re-entry and Career issues

UNIT-IV

International Rewards and Employee Relations

International compensation
International Industrial Relations

UNIT- V

Special Issues in International HRM

Managing Expatriates

Managing Repatriates

Role of HRM in Mergers and Acquisitions

Ethical issues in International HRM

Method of delivery

Lectures, role plays, case studies, experiential exercises, simulation and flipped classrooms.

Study time

Three hours per week

CO-PO Mapping (PO: Program Outcomes)

PO1: Develop Business Acumen & domain knowledge (With knowledge of Management theories & practices)

PO2: Develop Leadership and Team building

PO3: Enhance Critical Thinking, Analysis & Problem Solving

PO4: Build Awareness of Global Business Environment

PO5: Comprehend Legal, Ethical and Social Responsibility

PO6: Develop Communication Skills, Interpersonal and Soft Skills.

	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6
CO 1	2	3	2	3	2	3
CO 2	2	3	2	2	3	3
CO 3	1	2	2	2	2	3
CO 4	1	2	2	2	3	3

CO 5	3	1	3	2	1	3
CO 6	2	2	3	3	3	1

Blooms Taxonomy and Knowledge retention (For reference)

(Blooms taxonomy has been given for reference)

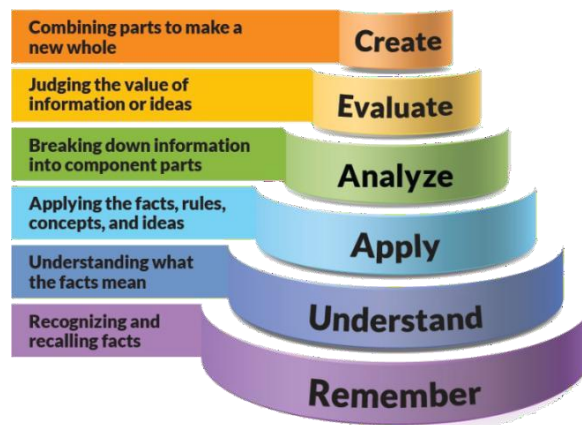


Figure 1: Blooms Taxonomy

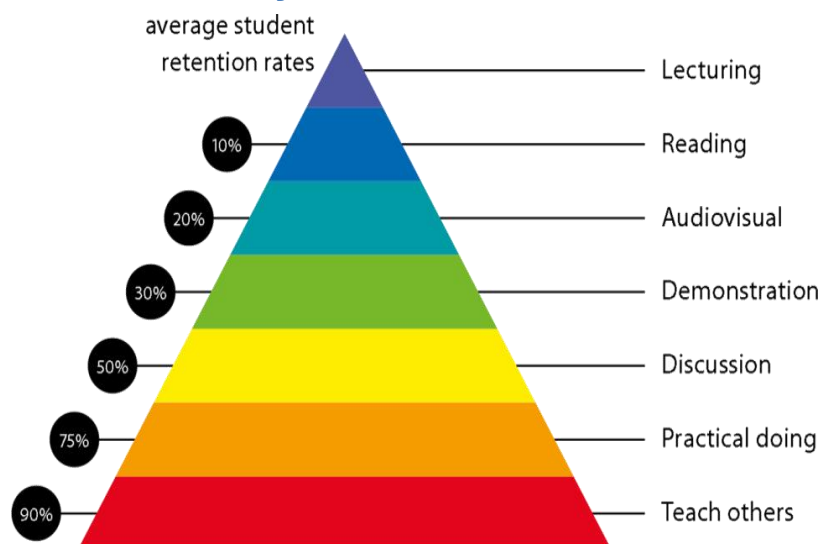


Figure 2: Knowledge retention

Graduate Qualities and Capabilities covered

(Qualities graduates harness crediting this Course)

General Graduate Qualities	Specific Department of Management Graduate Capabilities
<p>Informed</p> <p>Gain an understanding of the complexity of Negotiation and Counselling.</p>	<p>1 Professional knowledge, grounding & awareness</p>
<p>Independent learners</p> <p>Locate, evaluate and synthesize complex information. Opportunities to acquire these abilities are developed through lectures, case discussion and various experiential exercises.</p>	<p>2 Information literacy, gathering & processing</p>
<p>Problem solvers</p> <p>Having an understanding of Negotiation and Counselling.</p>	<p>4 Problem solving skills</p>
<p>Effective communicators</p> <p>Develop issues on hand. Through active participation enhance the skills to communicate verbally and in writing and develop practices expected of today's professionals.</p> <p>Responsible</p> <p>Following the practices related to Negotiation and Counselling and transactions</p> <p>the ability to reflect on</p>	<p>5 Written communications</p> <p>6 Oral communication</p>

Practical work:

1. ASSIGNMENT -1 Unit -1&2
2. ASSIGNMENT -2 Unit -3&4

Lecture times

Lecture	Tuesday	11:10 to 12:10 am
Lecture	Wednesday	11:10 to 12:10 am
Lecture	Friday	11:10 to 12:10 am

Attendance Requirements

The University norms states that it is the responsibility of students to attend all lectures, tutorials, seminars and practical work as stipulated in the Course outline. Minimum attendance requirement as per university norms is compulsory for being eligible for mid and end semester examinations.

Details of referencing system to be used in written work

Text Books:

Dowling P.J., Festings M. and Engle A., International Human Resource Management (Sixth Edition); Cengage Learning

Reference Books:

1. Briscoe D.R. and Sculler R. S. (2004), International Human Resource Management (2nd Edition), New York: Routledge.
2. Tayeb M.H. International HRM a Multinational Companies Perspective (Indian Edition) Oxford University Press.
3. Bhatia S. K. (2005), International Human Resource Management: A Global Perspective (1st Edition), Sage Publications, New Delhi: Deep and Deep Publications.
4. Harzing Anne-Wil and Ruysseveld (2004), International Human Resource Management (2nd Edition), New Delhi: Sage Publications.
5. Gupta S.C. (2007), Textbook of International Human Resource Management (1st Subject- International Human Resource management (Year 4)

Edition), New Delhi: Macmillan India.

6. Mendenhall M.E. Oddou G.R. and Stahl G. (2007), Readings and Cases in international Human Resource Management, Noida: Routledge.

ASSESSMENT GUIDELINES

Your final course mark will be calculated from the following:

Assignment	10 Marks
Class Test	5 Marks
Attendance	5 Marks
Mid semester	40 Marks
Final exam (<i>closed book</i>)	40 Marks

SUPPLEMENTARY ASSESSMENT

Students who receive an overall mark less than 40% in mid semester or end semester will be considered for supplementary assessment in the respective components (i.e mid semester or end semester) of semester concerned. Students must make themselves available during the supplementary examination period to take up the respective components (mid semester or end semester) and need to obtain the required minimum 40% marks to clear the concerned components.

Late Work

Late assignments will not be accepted without supporting documentation. Late submission of the reports will result in a deduction of -5% of the maximum mark per calendar day

Format

All assignments must be presented in a neat, legible format with all information sources correctly referenced.

Assignment material handed in throughout the session that is not neat and legible will not be marked and will be returned to the student.

Retention of Written Work

Written assessment work will be retained by the Course coordinator/lecturer for two weeks after marking to be collected by the students.

University and Faculty Policies

Students should make themselves aware of the University and/or Faculty Policies regarding plagiarism, special consideration, supplementary examinations and other educational issues and student matters.

Plagiarism - Plagiarism is not acceptable and may result in the imposition of severe penalties. Plagiarism is the use of another person's work, or idea, as if it is his or her own - if you have any doubts at all on what constitutes plagiarism, please consult your Course coordinator or lecturer. Plagiarism will be penalized severely.

Do not copy the work of other students.

Do not share your work with other students (except where required for a group activity or assessment)

Course schedule (subject to change)

(Mention quiz, assignment submission, breaks etc as well in the table under the Teaching Learning Activity Column)

Week #	Topic & contents	CO Addressed	Teaching Learning Activity (TLA)
Weeks 1	Basic concepts: International Human resource management, designing global organizations, Linking HR to International strategies.	CO1	Lecture
Weeks 2	Difference between Domestic HRM and International HRM, Understanding Culture and cross- cultural management.	CO1	Lecture
Week 3	Strategic IHRM, definition, policies strategies and role of international managers	CO2	Lecture

Subject- International Human Resource management (Year 4)

		globally.		
	Week 4	Recruitment and selection for international assignments.	CO2	Lecture
	Week 5	International Performance Management	CO3	Lecture
	Week 6	International Training and Development	CO3	Lecture
	Week 7	Re-entry issues and career issues	CO3	Lecture
	Week 8	International compensational management	CO4	Lecture
	Week 9	International Industrial relations	CO4	Lecture
	Week 10	Revision		Lecture
	Week 11	Mid Term		
	Week 12	Managing Expatriates, Managing Repatriates	CO4	Lecture
	Week 13	Role of HRM in Mergers and Acquisitions	CO5 & CO6	Lecture
	Week 14	Ethical issues in International HRM	CO5 & CO6	Lecture
	Week 15	Case study & revision		