

Course Type	Course Code	Name of Course	L	T	P	Credit
DE	EMSD515	Multinational Human Resource Management	3	0	0	3

Course Objective

To provide an overview of– Multinational Human Resource Management and focus on the key rudiments of culture, motivation, leadership, and communications that managers must integrate to establish and sustain competition.

Learning Outcomes

Upon successful completion of this course, students will:

- Demonstrate an understanding of international human resource management
- Understand, describe, explain and apply issues at cultural diversity at workplace
- Describe the dimensions of culture and its effect on human resource practices
- Describe motivation, leadership and communication across the boundaries
- Describe the intricacies of Recruiting and Selecting, development and retention of right work force for an MNE.

Unit No.	Topics to be Covered	Lecture Hours	Learning Outcome
1	Unit I: Introduction: Management World in the New Millennium, Differences between Domestic HRM and IHRM	6	To provide an overview of Multinational Human Resource Management and focus on the key aspects of human resources from an international perspective. For proper management in today's cutthroat competitive era.
2	Unit II: Issues in Cultural Diversity at Work, Global Business Environment-Human & Cultural Variable, Cultural Differences & Managerial Implications, Models of Culture	12	Be able to understand Issues in Cultural Diversity at Work and Models of Culture, Cultural Differences & Managerial Implications
3	Unit III: Motivation for IHRM, Cross Cultural Leadership, Cross Cultural Communication	12	Understand the importance of motivation, communication, leadership and negotiation
4	Unit IV: Recruiting and Selecting workforce for International Operations,	6	Recruiting and selecting the workforce. The impact of the environment, competition and the dynamics of HR Planning
5	Unit 5- Development and Retention in Global Context	6	Compensation and its performance appraisal across borders.
	Total	42	

Text Books:

- International Human Resource Management: Globalization, National Systems and Multinational Companies: Tony Edwards and Chris Rees (Pearson Education)

Reference books:

- International Management: Culture, strategy and behavior: Richard M. Hoggets, Fred Luthans and J. P. Doh (TMH Publication)
- International Human Resource Management by KAswathappa and Sadhna Dash, TMGH
- International Human Resource Management, FIFTH EDITION, Sage Publications Edited by: B. Sebastian Reiche- University of Navarra, Spain, Anne- Wil Harzing- Middlesex University London, UK, Helene Tenzer
- University of Tübingen, Germany
- International Human Resource Management (Global HRM) 2nd Edition by Dennis Briscoe (Author) Routledge; 5th Edition International Human Resources Management: Peter J. Dowling & Denise E. Welch (Thomson)