

Course Type	Course Code	Name of Course	L	T	P	Credit
DE	NMSD518	International Human Resource Management	3	0	0	3

Course Objective

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

Prerequisite: The student may have completed courses on Organizational Behaviour and Human Resource Management

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 workforce 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 of Domestic HRM and IHRM,	6	To provide an overview of International Human Resource Management and focus on the key aspects of human resources from international perspective. for proper management in today's cut throat competitive era.
2	Unit II: Issues in Cultural Diversity at Work, Global Business Environment - Human & Cultural Variable , Cultural Differences & Managerial Implications, Models of Culture	14	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	14	Understand the importance of motivation, communication, leadership and negotiation
4	Unit IV: Recruiting and Selecting workforce for International Operations,	5	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	3	Compensation and its performance appraisal across borders.

	Total	42	
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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 K Aswathappa 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;
5 edition
- International Human Resources Management: Peter J. Dowling & Denice E. Welch (Thomson)