

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

**Name of Faculty: Dr Richa Verma**

**Course code: MB0434**

**Course name: International Human Resource Management**

Pre-requisites: Basic concepts of IHRM

Credit points: 3 Credits

Offered Semester: IV

### **Course Lecturer (1 to 15 weeks)**

Full name: Dr Richa Verma

Department with siting location: 4<sup>th</sup> Floor, Bhanwar Building.

Email: [richaverma.iims@indusuni.ac.in](mailto:richaverma.iims@indusuni.ac.in)

Consultation time: 4:00 PM to 5:00 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-** Learning Objectives To familiarize the students with the various concepts and issues relating to management of human resources in international businesses.

**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.

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**C04-** To review the theories, models and concepts developed in the areas of international management, international organizational behavior, cross-cultural management.

**C05-** To explore emerging disciplines, and study their implications on international HRM practices.

**C06-** To Know the application of the theories and concepts & there managerial implications.

## 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

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### 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

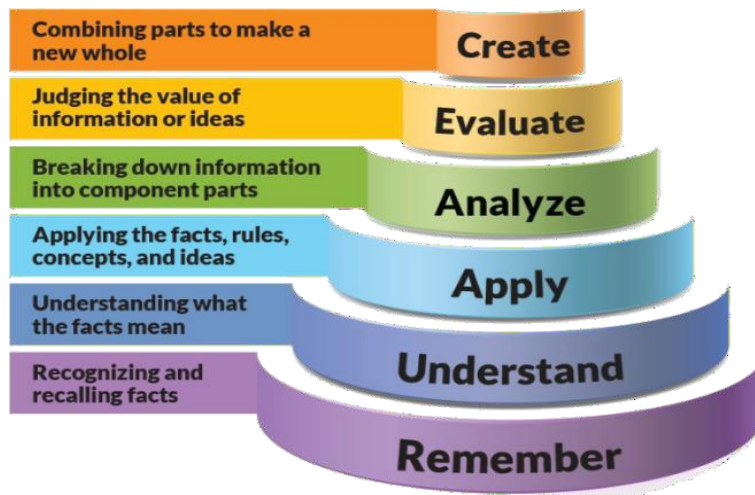
**PO5:** Comprehend Legal, Ethical and Social Responsibility

**PO6:** Develop Communication Skills, Interpersonal and Soft Skills

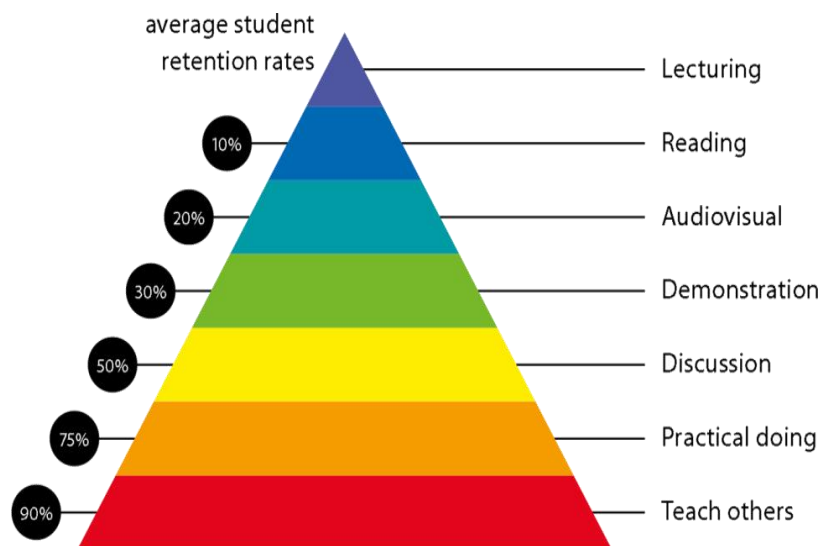
	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6
<b>CO 1</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	-	<b>2</b>
<b>CO 2</b>	<b>2</b>	<b>2</b>	<b>2</b>	-	<b>1</b>	<b>1</b>
<b>CO 3</b>	<b>1</b>	<b>2</b>	-	<b>3</b>	<b>2</b>	<b>1</b>
<b>CO 4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	-	<b>2</b>
<b>CO 5</b>	<b>2</b>	-	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>
<b>CO 6</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	-

### 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 Graduate Capabilities
<p><b>Informed</b>                      Have a sound knowledge of an area of study or profession and understand its current issues, locally and internationally. Know how to apply this knowledge. Understand</p>	<p><b>1 Professional knowledge, grounding &amp; awareness</b></p>

how an area of study has developed and how it relates to other areas.	
<b>Independent learners</b> Engage with new ideas and ways of thinking and critically analyze issues. Seek to extend knowledge through ongoing research, enquiry and reflection. Find and evaluate information, using a variety of sources and technologies. Acknowledge the work and ideas of others.	<b>2 Information literacy, gathering &amp; processing</b>
<b>Problem solvers</b> Take on challenges and opportunities. Apply creative, logical and critical thinking skills to respond effectively. Make and implement decisions. Be flexible, thorough, innovative and aim for high standards.	<b>3 Problem solving skills</b>
<b>Effective communicators</b> Articulate ideas and convey them effectively using a range of media. Work collaboratively and engage with people in different settings. Recognize how culture can shape communication.	<b>4 Written communication</b>
	<b>5 Oral communication</b>
	<b>6 Teamwork</b>
<b>Responsible</b> Understand how decisions can affect others and make ethically informed choices. Appreciate and respect diversity. Act with integrity as part of local, national, global and professional communities.	<b>7 Sustainability, societal &amp; environmental impact</b>

### Practical work:

1. ASSIGNMENT -1 Unit -1&2
2. ASSIGNMENT -2 Unit -3,4&5

### Lecture times

04:05PM-5.00PM - Tuesday

11:45AM-12:40 - Thursday& Friday

## 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 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:

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

## 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.

### 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.

### Course schedule (subject to change)

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 globally.	CO2	Lecture
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		