

M.Com (HRD)
IV Semester
PAPER CRH552: GLOBAL HUMAN RESOURCES MANAGEMENT

Workload: 3 hours Lecture and 2 hours Tutorial per week: Total 4 Credits

Objective: The course is envisaged to provide the students the knowledge related to **management of human resources in business enterprises**. This course familiarizes the students with various facets of **human resources and their management at the global scenario**.

Unit -1: Nature of international Human Resource Management: International HRM and Emerging Horizons of HRM: Concept, importance, and models of International HRM; Approaches to IHRM. Differences between domestic HRM and IHRM. Challenges of International HR Managers; Global HR practices – Recent trends.

Unit -2: Human Resource Planning: Recruitment and selection-issues in staff selection of expatriates. Training and development of expatriates, Training and Development of International staff and Multinational teams. Cross-cultural training – Recent trends.

Unit -3: Performance Management: Factors associated with individual performance and appraisal criteria used for performance appraisal of international employees –appraisal of host country nationals. Compensation: objectives of international compensation. Approaches of International compensation management – Recent trends.

Unit -4: Cross-cultural analysis: Introduction. Structural framework of Cross Cultural Analysis. Cross cultural validity of management trends. Importance of Communication in an International context. Functional implication of International HRM- Managing diversity – Recent trends.

Unit -5: Expatriate Failure: Causes of failure. Repatriation-Repatriation process. Labor relations-Key issues in international relations –strategic choices before firms-strategic choices before unions-union tactics – Recent trends.

References:

1. World class supply management: Burl Dabler and standing -Tata McGraw Hill.
2. International Human Resource Management: A Global Perspective : Practices and
3. International HRM: S C Gupta, Publisher-Mac Millan.
4. International Human Resource Management: Chris Rees and Tony Edwards-Pearson
Strategies for Competitive Success: S K Bhatia, Deep and Deep, 2005.