

3rd Semester	20MBA303H	Global HR Practices	L-T-P 3-0-0	3 Credits	35 hrs
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Module – I

International Human Resource Management: Approaches; International Recruitment and Selection, Performance Management and Training and Development, International HRM roles in multinational organizations, Expatriate problem, International Compensation, Repatriation. Key issues in International Labor Relations: Labor Unions and International Labor Relations, HRM practices in countries specially in Japan, Germany, Netherlands, Scandinavian Countries, USA.

Module –II

Global Business Environment and Human Component: Global Business Environment and Human and Cultural variables and Cross-cultural differences and managerial implication; cross cultural research methodology and Hofstede study.

Module-III

Cross Cultural management: Cross Cultural Leadership and Decision-making, Cross-Cultural Communication, and negotiation.

Books:

1. International HRM, P.Subba Rao, HPH
2. Cultures Consequence; International Differences in Work related Values, G. Hofstede – Sage
3. International Dimensions of Human Resource Mgt.,Doweing, P.J. – End Edition Words Worth
4. International HRM, A. Harzing, Sage