

MBPC3031 INTERNATIONAL HRM (3-0-0)

Course Objectives:

1. Gain insights into international HRM approaches, recruitment, selection, performance management, training, expatriate issues, compensation, and labor relations in multinational organizations.
2. Understand the impact of global business environment and cultural variables on Human Resources, including cross-cultural differences and research methodologies.
3. Develop skills in cross-cultural leadership, decision-making, communication, and negotiation, enabling effective management in diverse international contexts.
4. Enhance cultural competence and managerial effectiveness in international settings through the understanding and application of cross-cultural management principles.

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, Human and Cultural variables, 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.

Course Outcomes:

- CO-1: Develop a comprehensive understanding of international HRM practices and their role in multinational organizations, facilitating effective recruitment, performance management, and labor relations.
- CO-2: Acquire proficiency in managing cultural variables and cross-cultural differences, enabling effective decision-making and communication in diverse global environments.
- CO-3: Develop enhanced cross-cultural leadership, communication, and negotiation skills, contributing to successful management of international teams and projects.
- CO-4: Apply cross-cultural management principles to real-world scenarios, fostering effective leadership, 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