

Human Resource Management (Elective VII)

Course Title: Global HRM

Course Code	: 17BA4T5HA	External Marks	: 60
Core / Elective	: Core	Internal Marks	: 40
Credits	: 3	Contact Periods	: 3
Year/Semester	: II year/II semester	Tutorial Periods	: 2

Course Objectives

The objective of the course is:

1. To diagnose and explain the external and internal factors that influence the success or otherwise of a global HR perspective.
2. To understand the global human resource management strategies and practices developed and implemented by organisations operating on a global basis.
3. To critically assess and evaluate the cultural impact on GHRM strategies and practices in the organisational setting in case of expatriate assignments.
4. To gain knowledge about strong theoretical and practical insights into current practices in global HRM and their integration with wider business strategy.
5. To communicate knowledge and understanding of key concepts in a clear and concise way to gain strategic advantage through HRD interventions.

Course Outcomes

At the end of this course, students will be able to:

1. Discuss the issues, opportunities and challenges pertaining to global HRM'.
2. Illustrate the strategic and functional roles of HRM in various global contexts.
3. Develop competency in dealing with cross cultural situations.
4. Predict external forces (e.g. globalisation, sociocultural changes, political and economic changes) that have the potential to shape global HRM.
5. Develop generic and transferable skills-especially in diagnosing global HRD issues critically and analytically.

Unit 1- Introduction: A global HR perspective in new economy - Challenges of globalization implications of managing people and leveraging human resource - Globalization and HR Issues and concerns. **CO1**

Unit 2- Global Human Resource Management : Strategic role of International HRM – Global Planning – Staffing policy – Training and management development – performance appraisal – Compensation – International labor relations – Industrial democracy - Talent crunch – Indian MNCs and challenges - Legal content of global HRM. **CO2**

Unit 3- Managing International Assignments: Significance – Selection methods- Positioning Expatriate – Repatriate – factors of consideration - Strategies – International assignments for women – Problems-Cross culture management: Importance – Concepts and issues – theories considerations- Problems – Skill

building methods – Cross culture communication and negotiation – Cross culture teams. **CO3**

Unit 4- Mergers and Acquisition: Importance – Issues - Process of mergers and acquisition - Role of HR – HR interventions in Y2K -Diversity management – Problems and strategies - Dynamics of change management. **CO4**

Unit 5- Globalization Strategic Advantages through HRD: Measures for creating HRD climate – Strategic frame work of HRD and challenges - Globalization and Quality Working life and productivity – Role of HR audit – Challenges of creation of new jobs through globalization - New corporate culture. **CO5**

Case Study: Compulsory. Relevant cases have to be discussed in each unit.

Reference Books

1. Aswathappa K., Sadhana Dash: “International Human Resource Management, TMH, New Delhi, 2009.
2. Sujata Mangaraj: “Globalization and Human Resource Management”, Excel Books, New Delhi, 2008.
3. Charles M. Vance, “Managing a Global Work Force”, PHI Learning, New Delhi, 2009.
4. Chris Brewster, “International Human Resource Management”, University Press, New Delhi, 2008.
5. Pradeep Kumar Sinha & Sanchari Sinha, “International Business Management”, Excel Books, New Delhi, 2008.
6. Subba Rao P., “International Business”, Himalaya Publishing House, Hyderabad,
7. Tony Edwards, “International Human Resource Management”, Pearson Education, New Delhi, 2008.