

## **BA4T6H -Global Human Resource Management**

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

Relevant cases have to be discussed in each unit.

### **Text 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

### **References:**

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