

**Course Name: International Human Resource Management**

**Course Code-MS 308**

**Course Credits: 6**

**Course Objective:** Due to the movement of human resource across the borders there is a need to understand the problems and find solutions to it. This paper aims at providing the student the basic understanding of such aspects to deal with.

**Block I International Human Resource Management-An Overview**

**Unit I Introduction and Concepts in International Human Resource Management**

**Unit II Developments leading to International HRM Perspectives**

**Unit III International Human Resource Management: Role and Distinguishing Activities**

**Unit IV Organisational Structure and HRM**

**Unit V International Human Resource Planning**

**Block II Staffing Practices in International Human Resource Management**

**Unit VI Recruitment and Selection for Overseas Assignments**

**Unit VII Global Staffing Practices**

**Unit VIII International Transfers and Repatriation Strategies**

**Unit IX Training and Development in International Context**

**Unit X International Performance Management**

**Unit XI Global Compensation Practices**

**Block III Industrial Relations and Strategic HRM**

**Unit XII International Practices in Industrial Relations**

**Unit XIII Shifts in IHRM and IR**

**Unit XIV International Strategic Human Resource Management**

**Unit XV International Labour Standards**

**Unit XVI Global Unions, Regional Integration and Framework Agreements**

**Unit XVII HR/IR issues in MNCs and Corporate Social Responsibility**

**Block IV Emerging trends in International HRM**

**Unit XVIII Sensitivity to Cultural Diversity**

**Unit XIX Global Organisation Structures**

**Unit XX Emerging Trends in Employee Relations and Employee Involvement**

**Unit XXI Convergence or divergence in personnel management in developed and developing economies**

**Unit XXII International HRM and Strategic Research**

**Suggested Readings:**

1. International Human Resource Management-P.Subba Rao, Himalya Publishing House
2. International Human Resource Management-S.K.Bhatia, Deep and Deep Publications
3. International Business and Globalisation – John D. Daniels, Jeffrey A. Krug
4. Executive Skills for Global Managers – Upinder Dhar and S. Ravishankar
5. Global Business – Avadhani – Himalaya Publication