



Gyanmanjari
Innovative University

Course Syllabus

Gyanmanjari Institute of Management Studies

Semester-4 (MBA)

Subject: International HRM – MBAHR14516

Type of course: Major (Core)

Prerequisite:

Students should have a foundational understanding of human resource management principles and familiarity with global business environments.

Rationale:

This course equips students with the skills necessary to manage diverse workforces across various cultures. This knowledge is crucial for organizations operating in an increasingly globalized business landscape.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks					Total Marks
CI	T	P		C	Theory Marks		Practical Marks		
			ESE		MSE	V	P	ALA	
04	00	00	04	60	30	10	00	50	150

Legends: CI-Classroom Instructions; T – Tutorial; P - Practical; C – Credit; SEE - Semester End Evaluation; MSE- Mid Semester Examination; V – Viva; CCE-Continuous and Comprehensive Evaluation; ALA- Active Learning Activities.



Course Content:

Sr.No	Course content	Hrs	% Weightage
1	<p>Introduction to International HRM</p> <ul style="list-style-type: none"> • Definition and scope of International HRM • The role of HRM in global organizations • Differences between domestic HRM and International HRM • Challenges and complexities in managing international employees • Cultural dimensions in international HRM (Hofstede's model) 	15	25
2	<p>Recruitment and Selection in an International Context</p> <ul style="list-style-type: none"> • International labor markets and sourcing talent globally • Recruitment strategies for international assignments • Selection processes for expatriates and local hires • Legal and ethical considerations in international recruitment • Managing expatriate transitions and support systems 	15	25
3	<p>Training and Development in International HRM</p> <ul style="list-style-type: none"> • Training needs assessment in a global context • Cultural sensitivity training and cross-cultural management • Designing and implementing international training programs • Development of global leadership skills • Performance management in diverse cultural settings 	15	25
4	<p>Compensation and Labor Relations in International Settings</p> <ul style="list-style-type: none"> • Global compensation strategies and structures • Expatriate compensation packages and benefits • Negotiation and management of labor relations in a global context • Understanding international employment laws and regulations • Case studies on compensation and labor relations practices 	15	25



Continuous Assessment:

Sr.No	Active Learning Activities	Marks
1	Global HR Strategy Development: Develop a global HR strategy for a hypothetical MNC, considering factors like globalization, technological advancements, and emerging markets and upload the PDF report on GMIU Web Portal.	10
2	Expatriate Assignment Proposal: Develop a detailed proposal for an expatriate assignment, including the selection process, pre-departure training, compensation package, and repatriation plan and upload the PDF on GMIU Web-Portal.	10
3	Global HR Policy Analysis Analyze the global HR policies of a specific MNC, evaluating their effectiveness and alignment with the company's overall strategy. Upload the PDF report on GMIU Web Portal.	10
4	Cross-Cultural Training Program Design: Design a cross-cultural training program for employees who will be working in a foreign country and upload the PDF on GMIU Web Portal.	10
5	Case Study Analysis: Analyze a real-world case study of a multinational corporation (MNC) facing an IHRM challenge. This could involve issues like expatriate management, cultural differences, or global talent acquisition.	10
Total		50

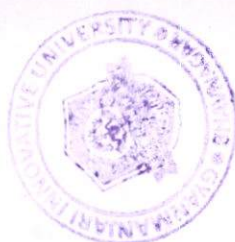
Suggested Specification table with Marks (Theory):60

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	40%	40%	10%	10%	0%	0%

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Course Outcome:

After learning the course, the students should be able to:	
CO1	Understand the fundamental concepts and importance of International HRM in global business operations.
CO2	Evaluate effective recruitment and selection strategies for managing a global workforce.
CO3	Implement effective training and development programs for a multicultural workforce.
CO4	Analyze and formulate compensation and benefits strategies for international employees and understand global labor relations.



Instructional Method:

The course delivery method will depend upon the requirement of content and the needs of students. The teacher, in addition to conventional teaching methods by black board, may also use any tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction. Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses. The internal evaluation will be done on the basis of Active Learning Assignment.

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in the laboratory.

Reference Books:

- [1] Kumar, R. (2010). Human resource management: Strategic Analysis Text and Cases. I. K. International Pvt Ltd.
- [2] Thomas, D. C., & Lazarova, M. B. (2013). Essentials of international human resource management: Managing People Globally. SAGE Publications.
- [3] Sparrow, P., Brewster, C., & Harris, H. (2004). Globalizing human resource management. Routledge.
- [4] Reiche, B. S., Tenzer, H., & Harzing, A. (2022). International Human Resource Management. SAGE.
- [5] Wintersberger, D. (2017). International Human Resource Management: A Case Study Approach. Kogan Page Publishers.

