



Gyanmanjari
Innovative University

Course Syllabus

Gyanmanjari Institute of Management Studies

Semester-4 (BBA)

Subject: International HRM– BBAHR14314

Type of course: Major (Core)

Prerequisite:

Students should have a basic knowledge of Business Administration, Human Resource Management, HR Planning and Development and related field.

Rationale:

This course equips students with essential skills and knowledge to effectively manage HR functions across global organizations.

Teaching and Examination Scheme:

| Teaching Scheme | | | Credits | Examination Marks | | | Total Marks |
|-----------------|---|---|---------|-------------------|-----|-----|-------------|
| CI | T | P | C | SEE | CCE | | |
| | | | | | MSE | ALA | |
| 4 | 0 | 0 | 4 | 100 | 30 | 70 | 200 |

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.

4 Credits * 25 Marks = 100 Marks (each credit carries 25 Marks)

SEE 100 Marks will be converted in to 50 Marks

CCE 100 Marks will be converted in to 50 Marks

It is compulsory to pass in each individual component.



Course Content:

| Sr. No | Course content | Hrs | % Weightage |
|--------|---|-----|----------------|
| 1 | Introduction to International HRM: <ul style="list-style-type: none"> • Drivers of globalization • variables that moderate differences between HRM and IHRM • International HRM trends and future challenges: strategies IHRM. The Organization Context <ul style="list-style-type: none"> • The path of global status and control mechanism • Sustaining international business operations • Globalization emerging global economy • Production investment and technology | 15 | 25 |
| 2 | Recruiting and selecting <ul style="list-style-type: none"> • Issues in staff selection • Factors Moderating performance • Selection criteria • Dual – career couples Training and development <ul style="list-style-type: none"> • Role of expatriate training, pre-departure training • Developing staff through international assignment. | 15 | 25 |
| 3 | International Compensation <ul style="list-style-type: none"> • Approaches and components of international Compensation Global HR issues in the host context <ul style="list-style-type: none"> • Standardization and adaption of work practices • Retaining, developing and retrenching staff • Language standardization • Monitoring HR practices • Multinational performance management • Appraisal of HCN employees. | 15 | 25 |



| | | | |
|---|--|----|----|
| 4 | HRM in cross border mergers and acquisitions | 15 | 25 |
| | <ul style="list-style-type: none"> • Motives behind mergers and acquisitions • HR Interventions. | | |
| | Understanding human behaviour in global perspective | | |
| | <ul style="list-style-type: none"> • Issues in organization culture • Cultural diversity at work • Motivation and communication across culture • Comparison of Indian HRM with other countries | | |

Continuous Assessment:

| Sr.No | Active Learning Activities | Marks |
|-------|---|-------|
| 1 | Global HR strategy case study : Students will Analyze a real-world case study of an international company's HR strategy given by faculty and propose improvements and upload the PDF report on GMIU Web Portal. | 10 |
| 2 | MNC-Specific HR Practices Research: Students will choose a MNC and present the unique HR practices used there and comparing them to global trends and upload the PDF report on GMIU Web Portal. | 10 |
| 3 | Expatriate Success Factors: Students will research and prepare a report on the key factors contributing to the success or failure of expatriates in international roles and upload the PDF report on GMIU Web Portal. | 10 |
| 4 | International Compensation Plan Design: Students will Design a compensation plan for employees working in multiple countries, considering exchange rates, taxes, and benefits and upload the PDF on GMIU Web Portal. | 10 |
| 5 | Visit a Government Office or HR Office Students will visit a local government or HR office to ask about basic employment laws in their area, such as work hours, minimum wage, and employee rights. Write a brief summary (150 words) of what they learned about local employment laws and upload it as a PDF on the GMIU Web Portal. | 10 |
| 6 | HR Professional Interview Students will find an HR professional (from any company) and ask them a few questions about how they manage people from different backgrounds, hiring, training, and any challenges related to working with people from various cultures. Write a short summary (around 200 words) of what they learned from the interview and upload it as a PDF on the GMIU Web Portal. | 10 |
| 7 | Attendance | 10 |
| Total | | 70 |



Suggested Specification table with Marks (Theory): 100

| Distribution of Theory Marks (Revised Bloom's Taxonomy) | | | | | | |
|--|--------------------|----------------------|--------------------|----------------|-----------------|---------------|
| Level | Remembrance (R) | Understanding (U) | Application (A) | Analyze (N) | Evaluate (E) | Create (C) |
| Weightage | 40% | 30% | 10% | 20% | 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 globalization drivers and basics of IHRM |
| CO2 | Grasp knowledge about staff selection process, evaluate expatriate training, and address repatriation challenges. |
| CO3 | Design compensation, manage appraisals, and standardize HR practices internationally. |
| CO4 | Analyze HR role in cross-border mergers and compare international practices. |

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] "International Human Resource Management" by Peter J. Dowling, Marion Festing, and Allen D. Engle
- [2] "International Human Resource Management: Managing People in a Multinational Context" by Dennis Briscoe, Randall Schuler, and Lisbeth Claus
- [3] "Globalizing Human Resource Management" by Paul Sparrow, Chris Brewster, and Hilary Harris
- [4] "International Human Resource Management: Policies and Practices for Multinational Enterprises" by Ibraiz Tarique, Dennis Briscoe, and Randall Schuler

