

#### Elective Course 4: Global HRM

Course Type:	PS: Program Specialisation	Course Credits:	2
Course Code:	H3PE512	Course Duration:	30 Hours

#### Course Objectives:

- To provide insights into the strategic role and complexities of global human resource management.
- To familiarize students with cross-cultural management practices and global talent acquisition strategies.
- To enable analysis of international HR policies, expatriate management, and global workforce planning.
- To cultivate skills for addressing legal, ethical, and compliance challenges in global HRM contexts.
- To develop capabilities in designing HR strategies for multinational corporations operating in diverse regions.

#### Course Outcomes:

- CO1: Understand the key concepts, functions and importance of human resource management across different countries.
- CO2: Apply recruitment, selection and staffing strategies that align with global business objectives.
- CO3: Analyze HR policies in a global context by examining legal frameworks, cultural influences and labour relations.
- CO4: Evaluate the impact of global HR practices on employees' performance, engagement, and compliance.
- CO5: Create and implement compensation frameworks and performance-based pay systems in accordance with the country of workplace.

Unit / Module	Content	CO Mapping	Hours Assigned
1	Introduction to Global HRM Key Drivers of Globalization in HRM Differences between Domestic & Global HRM Challenges in Managing an International Workforce	CO1	3

	Ethics in International Business		
2	<p>Understanding Human Behaviour in a Global Perspective</p> <p>The Influences of Cross-Cultural Issues on Organisations</p> <p>Motivation, Communication and Cross- Cultural Leadership</p> <p>Cultural Diversity and Multicultural Teams</p>	CO3	3
3	<p>Global Workforce Recruitment &amp; Selection</p> <p>International Recruitment –</p> <ul style="list-style-type: none"> <li>• Appropriate Methods &amp; Techniques</li> <li>• International Selection – Appropriate Methods &amp; Techniques</li> <li>• Issues in Selection</li> <li>• Talent Management in a Global Context</li> <li>• Diversity &amp; Inclusion in Global HR</li> </ul>	CO2	4
4	<p>Global Workforce Learning &amp; Development:</p> <ul style="list-style-type: none"> <li>• Cross-Cultural Sensitivity Training</li> <li>• Learning and Developing International Management Teams</li> <li>• Developing Staff through International Assignments and its relation to International Career Paths</li> <li>• Role of Expatriate Learning in Global Workforce Development</li> </ul>	CO3	4
5	<p>International Performance Management System</p> <ul style="list-style-type: none"> <li>• Types and Criteria for Performance Management System</li> <li>• Performance Biases</li> <li>• Global Performance Management Evaluation Standards</li> </ul>	CO4	3
6	Legislation and the International Workforce &	CO3	4

	<p>Employee Relations</p> <ul style="list-style-type: none"> <li>● Issues in International Industrial Relations</li> <li>● Conflict Resolution in a Multicultural Workplace</li> <li>● Hofstede's Cultural Dimensions</li> <li>● International Labour Standards and Employment Laws</li> <li>● Global Unions, Negotiations and Regional Integration</li> </ul>		
7	<p>Global Compensation and Benefits</p> <ul style="list-style-type: none"> <li>● Objectives of International Compensation</li> <li>● Compensation Structures in a Global Setting</li> <li>● Managing Executive Compensation and Expatriate Pay and Benefits</li> <li>● Motivation and Reward Systems</li> <li>● Problems with Global Compensation</li> </ul>	CO4, CO5	3
8	<p>Strategic HRM in Cross-Border Mergers &amp; Acquisitions</p> <ul style="list-style-type: none"> <li>● Strategies for Global HRM</li> <li>● HRM in Cross-Border Mergers, Acquisitions and Global Expansion</li> <li>● HR Interventions</li> </ul>	CO3, CO4	3
9	<p>Emerging Trends in Global HRM</p> <ul style="list-style-type: none"> <li>● Technology and Global HRM</li> <li>● Emerging Trends in Employee Relations and Employee Involvement</li> <li>● Future Trends in Global HRM Practices</li> </ul>	CO5	3

**Textbooks:**

1. International Human Resource Management, K. Aswathappa and Sadhna Dash, Second Edition (2012) , Tata McGraw Hill Education Private Limited
2. International Human Resource Management. Peter J. Dowling, Eighth Edition

- (2024), Marion Festing, and Allen D. Engle, Cengage Learning EMEA Publishing
3. Essentials of International Human Resource Management: Managing People Globally, David C. Thomas and Mila B. Lazarova, Second Edition (2024) Edward Elgar Publishing
  4. Managing a Global Workforce: Challenges and Opportunities in International Human Resource Management, Charles M. Vance and Yongsun Paik, Second Edition (2014), Routledge Publishing
  5. Human Resources Management A South Asian Perspective, Scott Snell, George Bohlander, Veena Vohra, Cengage Learning India Pvt Ltd (Publisher)

**Reference Books:**

1. International Human Resource Management: Policies and Practices for Multinational Enterprises, Ibraiz Tarique, Dennis R. Briscoe, Randall S. Schuler, Fourth Edition (2015), Routledge Publishing
2. Globalizing Human Resource Management, Paul Sparrow, Chris Brewster, and Hilary Harris, Second Edition (2016), Routledge Publishing

