

**Global Human Resource Management**  
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**[DSE]**

Semester: VI	Credits: 3+1	Subject Code: BB62205C	Lectures: 48
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**Course Outcomes:**

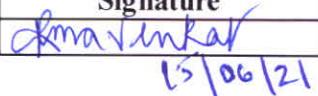
At the end of this course the learner will be able to:

- Describe and review the significance of Global HRM in International Business.
- Apply the knowledge of Global Recruitment and Selection.
- Relate to the concepts of Global Training & Development and Global Compensation.
- Develop the sound knowledge about strategic HRM, Knowledge management and Ethics related challenges for the HR functions in multinational enterprises.
- Evaluate the HRM in a broader, comparative, and international perspective to deal with complex issues and manifold risks.

Unit 1: Introduction to Globalization and Global HRM	12
<ul style="list-style-type: none"><li>• Globalization<ul style="list-style-type: none"><li>○ Concept ,Significance and Challenges</li><li>○ Drivers of Globalization</li></ul></li><li>• Global HRM<ul style="list-style-type: none"><li>○ Concept</li><li>○ Characteristics of Global HRM</li><li>○ Objectives of Global HRM</li><li>○ Development of Global HRM</li><li>○ Importance of Global HRM in International Business</li><li>○ Global HRM Challenges</li><li>○ Ethical issues</li></ul></li><li>• Approaches to IHRM</li><li>• IHRM model- internet</li><li>• Distinguish between Global HRM and Domestic HRM</li></ul>	

Unit 2: Global HR Functions- Staffing: Recruitment and Selection	12
<ul style="list-style-type: none"><li>• Global Staffing- Introduction and Importance</li><li>• The role of expatriates and non-expatriates</li><li>• Staffing Policy Approaches in International HRM</li><li>• Recruiting staff for Global Assignment</li><li>• Global labour market</li><li>• Global Recruitment function - head-hunters, cross-national advertising, e-recruitment;</li><li>• Selecting staff for Global Assignment</li></ul>	



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- Selection Criteria and Techniques

12

**Unit 3: Global HR Functions- Training, Development and Compensation**

- Global Training& Development
  - Introduction and Significance
  - Objectives
  - The role of expatriate training
  - Key components of effective pre-departure training
  - Developing staff through international assignments
  - Barriers in Global Training & Development
- Global Compensation
  - Concept and Importance
  - Objectives,
  - Key components of Global Compensation program,
  - Approaches to Global Compensation
  - Barriers in Global Compensation

**Unit 4: Global HRM Trends**

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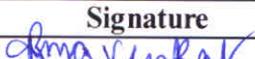
- Strategic HRM in multinational enterprises
- Role of Technology in Global HRM
- Knowledge Management and Global HRM
- Cross Culture GHRM
  - Concept and Importance
  - Issues in organization culture
  - Cultural diversity at work
  - Motivation and communication across culture
  - Cross cultural leadership
  - Multi cultural teams

**#12 hours for Library work, assignments, practical or field work**

**Recommended Text Books:**

- Dr. Rajeesh Viswanathan, Veena, Booma, Satinder, *HRM in Gobal Perspective*, Himalaya Publication, 2017
- C B Gupta ,*Human Resource management*, 18<sup>th</sup> edition, Sultan Chand & Sons, 2017.
- Gary Dessler, Biju Varkkey, *Human Resource Management* by, 15<sup>th</sup> edition, Pearson, 2018



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Recommended Reference Books:

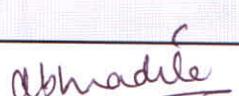
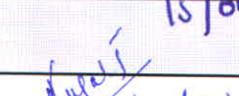
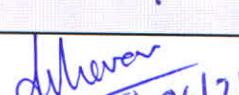
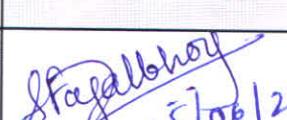
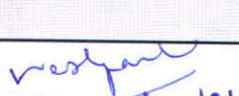
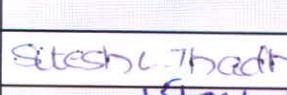
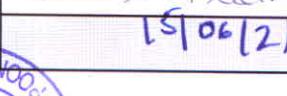
- Peter Dowling and Denice Welch Tony Edwards *International Human Resource Management* Cengage Learning
- Tony Edward, *International HRM: Globalization, National System and multinational Companies*
- Monir Tayeb, *International Human Resource Management*, Oxford University Press
- Aswthappa, *Human Resource Management*, Publisher: TMH, New Delhi, 2012
- Rao, *Human Resource Management-Text & Cases*, V.S.P, Publisher: Excel Books, New Delhi, 2014
- Ramaswamy, *Managing Human Resources*, E., Publisher: Oxford University Press, New Delhi, 2012
- Michael Armstrong, *A hand book on Human Resource Management - ebook*

Websites:

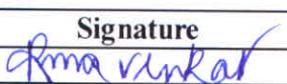
- <https://myventurepad.com/international-human-resource-managementihrm/>

E- Resources

1. <https://nlist.inflibnet.ac.in/>
2. <https://search.ebscohost.com/>

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Subject Expert (Outside SPPU)	Mr. Abhijeet Chavan	 15/06/21
Subject Expert (Outside SPPU)	Dr. Sabhia Fazalbhoy	 15/06/21
VC Nominee	Dr. Varsha Deshpande	 15/06/21
Industry Expert	Mr. Sitesh Thadhani	 15/06/21
One Alumni***	Ms. Devi Krishna	 15/06/21



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