

**HUMAN RESOURCE MANAGEMENT (DSE)
CROSS CULTURAL HR & INDUSTRIAL RELATIONS
[DSE]**

Semester V	Credits- 03+1	Subject Code: BB52205C	Lectures: 48
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Course Outcomes

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

- Comprehend Cultural Variables in Multinational Enterprises.
- Apply business etiquette and dining etiquette that will help to work in different countries across the globe.
- Relate and assess the relationship between Cross-Culture Management and Human Resource Management.
- Comprehend the fundamental knowledge of Industrial Relations.
- Summarise the provisions under The Industrial Disputes Act,1947, The Factories Act, 1948 and The Maternity Benefit Act 2017.

Unit 1: Introduction to Cross- Cultural Management

12

- Culture and Cross Culture
 - Concept
 - Six Dimensions of National Culture by Professor Geert Hofstede
 - Cultural differences and similarities
- Cultural Variables in Multinational
- Enterprises Communicating across Cultures
- Negotiating across Cultures
- Multicultural Teams
- Cross-Cultural Management and business etiquette

Unit 2: Cross-Culture and Human Resource Management

12

- Cross-Culture and Human Resource Management
 - Concept, Scope, Importance
 - Cross-cultural Human Resource Management
- Motivation Across Cultures
- Leadership and Decision Making Across Cultures
- Communication & Negotiation Across Cultures
- Rewards Across Cultures
- Training Across Cultures
- Power and Conflict Across Cultures
- Skills for a Global Manager
- Cross-cultural Differences and Managerial Implications



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(The Role of Human Resource Management in Cross-Cultural Environment)

Unit 3: Fundamentals of Industrial Relations

12

- Industrial Relations
 - Concept, Evolution of Industrial Relations
 - Importance and Scope of Industrial Relations
- Approaches towards the study of Industrial Relations
 - Psychological Approach,
 - Sociological Approach,
 - Socio Ethical Approach,
 - Gandhian Approach
 - Industrial Relations Approach
 - HR Approach
- Ethical Codes & Industrial Relations

Unit 4: The Industrial Disputes Act,1947, The Factories Act, 1948 and The Maternity Benefit Act 2017

12

- The Industrial Disputes Act,1947 -
 - Definitions
 - Authorities, Power and Duties under the Act,
 - Strike & lockout, Lay-off,
 - Grievance Redressal Machinery
- The Factories Act, 1948
 - Definitions
 - Authorities under the Act
 - Provisions regarding Safety,
 - Provisions regarding Health,
 - Provisions regarding Welfare,
 - Provisions regarding Leave with Wages,
 - Provisions regarding Working hours of adults
- The Maternity Benefit Act 2017
 - Application of Act.
 - Definition
 - Right to payment of maternity benefit
 - Payment of maternity benefit in case of death of a woman
 - Provision of creche' facility

12 hours for Library work, practical or field work or research purposes



Recommended Text Books:

- Shobhana Madhavan ,*Cross-cultural Management- Concepts and Cases* , Oxford University Press

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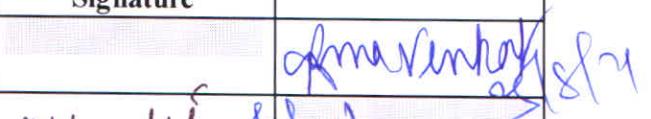
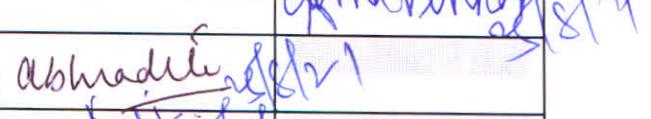
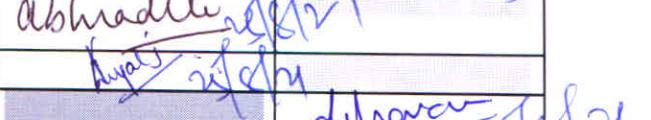
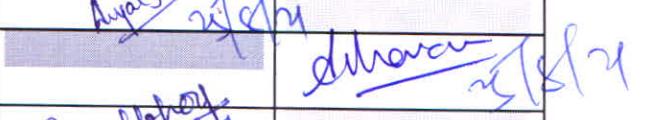
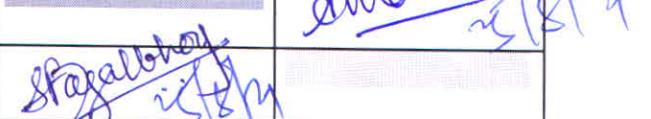
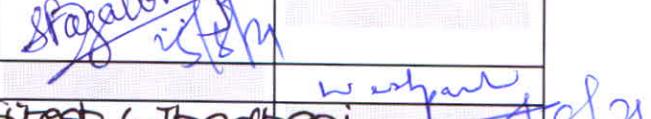
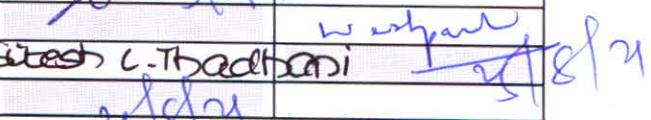
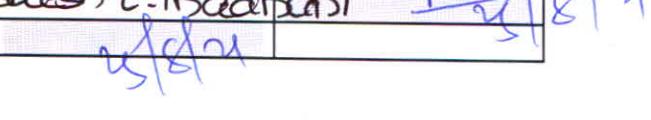
- A M Sharma, *Industrial relations and Labour Law*, , Himalaya Publishing

Reference Books:

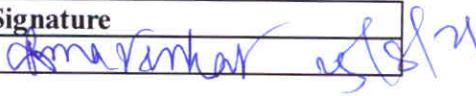
- P. Subba Rao *International Human Resource Management*, Himalaya Publishing, 2020
- Geert Hofstede, *Culture's Consequence - International Differences in Work-related Values*, Sage Publications
- Peter Dowling & Denice *International Human Resource Management*- E. Welch, Cengage Learning
- P.K. Padhi, *Labour and Industrial Laws*-, PHI Learning Private Limited
- S. P. Jain, Simmi Agarwal, *Labour and Industrial Laws*- Dhanpat Rai & Co

E- Resources

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

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