

**NIRMA UNIVERSITY**  
**Institute of Management**  
**Master of Business Administration (Full Time) Programme/**  
**Integrated Bachelor of Business Administration-Master of Business**  
**Administration Programme /**  
**Master of Business Administration (Family Business &**  
**Entrepreneurship) Programme**

<b>L</b>	<b>T</b>	<b>PW</b>	<b>C</b>
<b>3</b>	<b>-</b>	<b>-</b>	<b>3</b>

<b>Course Code</b>	<b>MFT5SEHR07 MBM5SEHR07 MFB5SEHR07</b>
<b>Course Title</b>	<b>International Human Resource Management</b>

**Course Learning Outcomes (CLO):**

At the end of the course, the students will be able to:

1. Explain the key concepts, models, strategic and functional roles of International HRM.
2. Examine the implications of cross-national differences of culture and institutions on human resource policy choices of multinational enterprises.
3. Analyze issues of people management in the international work environment.
4. Develop competency in dealing with cross-cultural work environment.

**Syllabus**

**Teaching Hours**

<b>Unit I: Introduction to International Human Resource Management</b> <ul style="list-style-type: none"> <li>• Introduction to International HRM;</li> <li>• Development of the International Business and Strategic HRM</li> </ul>	06
<b>Unit II: International Recruitment, Training and Development</b> <ul style="list-style-type: none"> <li>• Global Staffing</li> <li>• Performance Management</li> <li>• Training and Development</li> </ul>	10
<b>Unit III: International Compensation</b> <ul style="list-style-type: none"> <li>• International Compensation and Benefits</li> </ul>	04
<b>Unit IV: IHRM in Cross-Border Mergers and Acquisitions</b> <ul style="list-style-type: none"> <li>• HRM in International Joint Ventures;</li> <li>• Managing Across Cultural Differences</li> </ul>	04
<b>Unit V: Issues and Challenges for Expatriate and Repatriates</b> <ul style="list-style-type: none"> <li>• Repatriation;</li> <li>• Union and Employee Relations for Multinational Firms</li> <li>• HRM Practices in other Countries</li> <li>• Issues, Challenges &amp; Developments in International HRM</li> </ul>	06

**Suggested Readings:**

1. Dowling, P. J., Festings, M., and Engle, A., International human resource management: Managing people in a multinational context. Cengage Learning.

2. Briscoe, D., Tarique, I., & Schuler, R., International Human Resource Management: Policies and Practices for Multinational Enterprises. Routledge.
3. Tayeb, M., International Human Resource Management: A Multinational Company Perspective. Oxford University Press.
4. Bhatia, S. K., International Human Resource Management. Deep and Deep Publications.
5. Harzing, A. W., & Ruysseveldt, J. V., International Human Resource Management, New Delhi: Sage Publications
6. Gupta S.C., Textbook of International Human Resource Management, New Delhi: Macmillan India.
7. Mendenhall, M.E., Oddou, G.R., and Stahl, G., Readings and Cases in International Human Resource Management, Noida: Routledge.

w.e.f. Academic Year 2019-20 and onwards