

**Bachelor of Management Studies**  
**Syllabus for International HRM Semester VI**

<b>Old Syllabus</b>	<b>Proposed Syllabus</b>
Title of the Paper: International HRM	Title of the Paper: International HRM
Subject Code: 6005	Subject Code:

<b>PAPER TITLE</b>	<b>L</b>	<b>Cr</b>	<b>P/T</b>	<b>D (EE)</b>	<b>EE</b>	<b>IE</b>	<b>T</b>
<b>Economics- II</b>	04	04	Tutorials	2:30 hrs	75 Marks	25 Marks	100 Marks

#L=Lectures per week,

Cr=Credits, P/T=Practical/Tutorials, D=External Exam Duration, EE=External Examination, IE=Internal Examination, T=Total Marks

Old Syllabus	Proposed Syllabus
<p><b>Objectives:</b></p> <p>Students learn techniques which International HR (IHR) managers undertake similar to their domestically-based colleagues and the scope and complexity of IHRM Tasks.</p> <p><b>Outcomes:</b></p>	<p><b>Objectives:</b></p> <ul style="list-style-type: none"> <li>• Learn techniques which International HR (IHR) managers undertake similar to their domestically-based colleagues and the scope and complexity of IHRM Tasks.</li> <li>• Identify and Understand issues and practices pertaining to the major HRM functions within the context of a multinational environment</li> <li>• Evaluate “best practices” across cultures.</li> </ul> <p><b>Learning Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Understand issues, opportunities and challenges pertaining to international HRM.</li> <li>• Develop competency in dealing with cross cultural situations.</li> <li>• List and explain the differences between domestic and international HRM.</li> <li>• Explain the importance of cultural sensitivity in an international assignment.</li> </ul>

		Proposed Syllabus								
Unit 1	Topic and Details Old Syllabus		Module	Module Specific Objectives	Content	Weightag e	Instructio n Time	Credits	Evaluation	
									IE Weightag e	EE Weightag e
I	Globalization – Nature, Drivers, Effects; Multiculturalism – Definition, dimensions, Cultural Predisposition Cross Cultural Differences & Managing Across Culture; Staffing Of International Business		I	<ul style="list-style-type: none"><li>Understa nding the Globalisa tion and its effects.</li><li>To understa nd the cross- cultural differenc e and managin g across the culture.</li><li>Understa nd the different cultural dimensio ns.</li></ul>	Globalization – Nature, Drivers, Effects; Multiculturalism – Definition, dimensions, Cultural Predisposition Cross Cultural Differences & Managing Across Culture; Staffing Of International Business. <b>Hofstede's Cultural Dimensions.</b>	25	15	1	7	20

II	IHR Planning, Recruitment, Selection, T & D For International Business International Compensation Management; Repatriation; HRM In Cross Culture Mergers & Acquisitions Analysis of Success & Failures of Acquisitions and mergers through HR perspective.	II	<ul style="list-style-type: none"> <li>To Study the HR implications in international market.</li> </ul>	IHR Planning, Recruitment, Selection, T & D For International Business International Compensation Management; Repatriation; HRM In Cross Culture Mergers & Acquisitions Analysis of Success & Failures of Acquisitions and mergers through HR perspective.	25	15	1	5	15
III	Ethics And The IHR; Social Responsibility And International Business Demographic diversities and its influences on global execution of business	III	<ul style="list-style-type: none"> <li>To Study the role of expatriate and non-expatriate.</li> <li>Understand the Ethical aspects of IHRM.</li> </ul>	Ethics And The IHR; Social Responsibility and International Business. Demographic diversities and its influences on global execution of business. <b>Role of Expatriate, Role of Non-Expatriate, Women Expatriate.</b>	25	15	1	7	20
IV	Recent techniques in HR: Employee leasing, dual carrier groups. Flexi time and flexi work, organizational politics, exist Policy and Practice	IV	<ul style="list-style-type: none"> <li>To Understand the recent techniques of IHRM.</li> </ul>	Recent techniques in HR: Employee leasing, dual carrier groups. Flexi time and flexi work, organizational politics, exist Policy and Practice	25	15	1	6	20

## Evaluation Scheme:

### A. Internal Exams: Total Marks: 25

All modes of internal evaluation should be conveyed to the students in the beginning of the semester.

Criteria	Mode of Evaluation	Marks
Literature review <b>AND/OR</b> Case Study on failures and success of acquisition and mergers from HR perspectives	Report with presentation / Scores	10
Assignment on Modern techniques of IHR / Test	Scores	15
	<b>Total</b>	<b>25</b>

### B. External Exams: Total Marks: 75

Q.1 is compulsory. 6 out of the remaining to be attempted by the students.

Q.1 Concepts and Definitions 15 Marks

Q.2 Short Notes 10 Marks

Q.3 to Q.8 Long Questions 10 Marks

## References:

### A. Essential Reading:

1. K Aswathappa, Sadhna Dash International Human Resource Management- Text And Cases, Tata McGraw-Hill., 2010.
2. Paula Caligiuri, David Lepak, Jaime Bonache, John Wiley & Sons Ltd., Managing the Global Workforce, New Popular Publication, 2008.
3. K. Aswathppa ,Human Resource & Personnel Management, Himalaya Publishing House, 2012.

### B. Additional Reading:

1. Gary Dessler , Human Resource Management, Pearson Publication, 2016.
2. K Aswatthapa, HRM Cases and Texts, Mc Graw Hill Edition, 2015.