



**PARVATHANENI BRAHMAYYA
SIDDHARTHA COLLEGE OF ARTS & SCIENCE**

Autonomous

Siddhartha Nagar, Vijayawada-520010

Re-accredited at 'A+' by the NAAC

22 BA414: INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Subject Code :	22 BA414	I A Marks	30
No. of Lecture Hours / Week	05	End Exam Marks	70
Total Number of Lecture Hours	75	Total Marks	100
Practical Component	01 Hour/Week	Exam Hours	03

Course outcomes: By the end of the course, students will be able

- CO-1 To gain an understanding on basics of International HRM.
- CO-2 To understand the procedures of recruitment and selection for identifying the need and importance of expatriation.
- CO-3 To enable the student in understanding international compensation components and programmes by examining the key issues involved in international labor relations.
- CO-4 To develop an understanding of IHRM practices in different countries.
- CO-5 To develop the key competencies and to demonstrate the contribution of special issues in IHRM.

UNIT-I

Basics of IHRM – Definition – Nature – Importance – Objectives & Problems of IHRM – Difference between IHRM and Domestic HRM – Growing interest in IHRM -Three Dimensions of IHRM activities-Cultural issues in IHRM.

UNIT-II

Recruitment – Selection – Staffing and Training in International context: Issues in International Selections – International Staffing Policies – Advantages & Disadvantages of Staffing Policies – Expatriate Selection-Expatriate Failures & Reasons – Need & Importance of Expatriate Training – Cultural Awareness Programs – Current scenario in international training and development.

UNIT-III

International Compensation – Performance Management & Labour Relations: Objectives and Key

Components of an International compensation program – Approaches to International compensation – Performance Management of Expatriates- International Labour Relations – Key issues in International Labour Relations.

UNIT-IV

IHRM Practices in Selected Countries – HRM practices in different countries- Japan – America,

Britain – Germany – China and India.

UNIT-V

Special Issues in IHRM – Information Technology and International HRM – Human Resource Out-Sourcing – Women Expatriates and their problems – Ethics in IHRM – Future challenges in IHRM.

Case Study (Not Exceeding 300 words)

Practical Components:

- Write an essay on the challenges faced by Indian multinational companies in deploying employees from one country to another.
- Give a MNC recruitment case and ask the students to design and present a recruitment strategy.
- Debate on the challenges involved in measuring performance of employees in multinational context.
- Give a case and role play it – to negotiate the compensation of a software engineer to be posted from Bangalore to Seattle.
- Debate the Visa policy of India for hiring foreign workers.

References:

1. K Aswathappa – Sadhna Dash-International Human Resource Management Text and Cases - First Edition -Tata McGraw Hill Publishing Company Ltd-2010.
2. S.P.S. Bedi –Minakshi Kishore- – Global Human Resource - First Edition -Wisdom Publications – Delhi.2008.
3. R.V.Badi& S.G. Hundekar– International Human Resource Management- First Edition – VrindaPublications – Delhi.2015
4. P. SubbaRao – International Human Resource Management – Second Edition - Himalaya Publishing House -2017.
5. Peter J. Dowling &Denice E. Welch – International Human Resource Management– Fourth Edition – Thomson Learning USA – 2011.
6. Dr. NilanjamSengupta- International Human Resource Management - Fourth Edition-Excel Books – New Delhi -2007.
7. SujataMangalai – Globalization and Human Resource Management - Fourth Edition-Excel Books – New Delhi -2007.



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**MODEL QUESTION PAPER
M.B.A. (GENERAL) DEGREE EXAMINATION
Fourth Semester**

22 BA414: INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Duration: 3 hours

Maximum Marks: 70 marks

SECTION - A

Answer the Following Questions

5 x 4 = 20 Marks

- 1 (a) Cross cultural value. (CO2)(LI)
OR
(b) Objectives of IHRM. (CO1)(LI)
- 2 (a) Expatriate. (CO2)(LI)
OR
(b) HR challenges at International level. (CO3)(LI)
3. (a) Global HR Manager. (CO4)(LI)
OR
(b) Cultural clash. (CO5)(LI)
4. (a) Host country. (CO4)(LI)
OR
(b) Ethics in IHRM.(CO5)(LI)
5. (a)
OR
(b)

SECTION - B

Answer All Questions.

5 x 8 = 40 Marks

2.a) Define 'IHRM'. Discuss the nature, importance, objectives and problems of IHRM.(CO1)(LI,L6)

(Or)

b) Distinguish between IHRM and Domestic HRM.(CO1)(L4)

3.a) Explain the need for training for employees at International level. Give some examples.(CO2)(L2)

(Or)

b) Explain the process involved in selection of employees at International level.(CO2)(L5)

4.a) Write briefly about various approaches of compensation in global assignments.(CO3)(LI)

(Or)

b) Discuss the role of trade unions in maintaining Industrial relations at International level.(CO3)(L6)

5.a) Explain the HRM practices in Japan.(CO4)(L2)

(Or)

b) Discuss the components of compensation considered by Germany and India. Outline the problems involved in Global sourcing of labor.(CO4)(L2,L6)

(Or)

6.a) Outline the problems involved in Global sourcing of labor.(CO5)(L2)

(Or)

b) Discuss the women expatriates and their problems.(CO5)(L6)

SECTION C - (1 x 10 = 10 marks)

Case study (Compulsory)(CO2)(LI)

7. You are recruited into an International recruiting firm Dinosaur.Com; the first assignment given to you is to develop content for their website titled "Expatriate selection" After pursuing your MBA with IHRM as your specialization, use all your theoretical foundation on this assignment and try meeting the following aspects in the overall frame work of the content designed by you.

(a) What are the things that an expatriate is selected against?

(b) List and discuss at least seven traits that an expatriate must have in order to succeed on a foreign assignment.

(c) What type of goal/talk orientation should an expatriate have to improve his or her success on a foreign assignment?