

International HRM

Content:

1. Cross national differences in personnel and organizations;
2. Cultural factor in human resource policies; Complexities and issues in managing human resource across countries; International HRM department and functions; Models of International HRM.
3. International Staffing: Recruitment – sources of international human resource power; Selection strategies for overseas assignments; International transfers; Problems of repatriation of overseas expatriates and strategies to tackle these problems.
4. Compensation in International Perspective: Factors, package, methods and trends; Motivation in cross-cultural context.
5. Training and Development: Training and development for expatriates; training and development for international staff.
6. Direction, Supervision and Control: Issues and strategies for directing and supervising in International context: Enhancing interpersonal communication; Performance appraisal – Criteria and process; International control mechanism.
7. International HRM and Industrial Relations: A framework for international Industrial relations:
8. Employees participation – Practices in various countries.
9. Designing Organization: For Dynamic International Environment; Human resource aspects in acquisitions and mergers. Challenges to International human resource managers.

Suggested Readings:

- 1) Alkhafaji, Abbass F. Competitive Global Management
- 2) Bearwell I. And L. Holden, Human Resource Management
- 3) Dowling, Peter J. Denice E. Welch and Randall S. Schuller, International Human Resource
- 4) Hollinshead, G. and Mike Leat, Human resource Management – An International and Comparative
- 5) Perspective on the Employee Relationship, Pitman Publishing London 1995.
- 6) Saini, Debl S. and Sami A. Kahan, eds., Human Resource Management – Perspectives for the New Era