

HRM (Elective)

Global HRM (Elective-I)

1. **Introduction-** A Global HR Perspective in New Economy-Challenges of Globalisation Implications of Managing People and Leveraging Human Resource- Cross Culture Skills, and Conflicts -Managing Across Culture- Globalisation and HR Issues and Concerns-Dynamics of Change Management
2. **Global Human Resource Management :** Strategic role of International HRM – Global HR Planning – Staffing policy – Training and management development – performance appraisal – Compensation – International Labour relations – Industrial democracy – Talent crunch – Indian MNCs and Challenges - Legal content of Global HRM.
3. **Managing International Assignments:** Significance – Selection methods- Positioning Expatriate – Repatriate – factors of consideration - Strategies - International assignments for women - Problems.
4. **Cross Culture Management :** Importance – Concepts and issues – theories- considerations - Problems – Skill building methods – Cross Culture Communication and Negotiation – Cross Culture Teams.
5. **Mergers and Acquisition:** Importance – Issues- Role of HRM – HR Interventions- Diversity Management – Problems and Strategies.
6. **Compensation Management:** Importance – Concepts- Issues – Methods – Factors of Consideration – Models – Performance Management.
7. **Globalization Strategic Advantages through HRD:** Measures for Creating HRD Climate – Strategic Frame Work of HRD and Challenges - Globalization and Quality Working Life and Productivity –Role of HR Audit – Challenges of Creation of New Jobs through Globalization- HR interventions in Y2K- New Corporate Culture
8. **Case Study**

References:

1. Sujata Mangaraj: “Globalisation and Human Resource Management”, Excel Books, New Delhi, 2008

2. Aswathappa K, Sadhana Dash: “International Human Resource Managment, TMH, New Delhi, 2009
3. Pradeep Kumar Sinha& Sanchari Sinha: “International Business Management”, Excel Books, New Delhi, 2008
4. Subba Rao P: “International Business”, Himalaya Publishing House, Hyderabad,
5. Chris Brewste, Paul Sparrow, Guy Vernon: “International Human Resource Management”, Universities Press, Hyderabad, 2008.
6. Tony Edwards : International Human Resource Management, Pearson Education, New Delhi, 2008
7. Chris Brewster: International Human Resource Management, University Press, New Delhi, 2008
8. Charles M Vance: Managing a Global Work Force, PHI Learning, New Delhi, 2009