Course Code	MB18HR08	Course Name	INTERNATIONAL HUMAN RESOURCE MANAGEMENT	Course Category			L	T	P	C
							2	0	2	3

Pre-requisite Courses		Co-requisite Courses		Progressive Courses	
Course Offering Department			Data Book / Codes/Standards		

Course Learning Rationale (CLR): *The purpose of learning this course is to:*

CLR-1 : Understand and apply the basic concepts to derive compensation strategy for the organization
CLR-2 : *Employ job evaluation techniques to assess the pay package for the employees*
CLR-3 : *Design the employee benefits based on the economic and social factors for an efficient access of benefits*
CLR-4 : *Equip the students with legal background of compensation management*
CLR-5 : *Design the special package for the expatriates and executive compensation*

Learning		
1	2	3
Level of Thinking (Bloom)	*Expected Proficiency (%)*	*Expected Attainment (%)*

Program Learning Outcomes (PLO)

1	2	3	4	5	6	7	8
Business Environment & Domain Knowledge (BEDK)	Critical Thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI)	Global Exposure and Cross-cultured understanding (GECCU)	Social Responsiveness and Ethics (SRE)	Effective Communication (EC)	Leadership and Team Work(LT)	PSO - 1	PSO – 2

Course Learning Outcomes (CLO): *At the end of this course, learners will be able to:*

CLO-1 : *Analyze various compensation plans and design efficient compensation strategy*
CLO-2 : *Assess the job roles and evaluate the custom package for the various hierarchy*
CLO-3 : *Examine the corporate factors for devising effective employee benefits scheme*
CLO-4 : *Appreciate the concepts of legal framework and make informed decisions for workers and employees*
CLO-5 : *Design and advise executive compensation plan and devise compensation package for expatriates*

Duration (hour)		12	12	12	12	12
S-1	SLO-1	Introduction to Human Resources	Challenges in global labour	Linking HR to International expansion strategies,	Socio–cultural context	Human Resources in a Comparative Perspective Developing Effective Communication
	SLO-2					
S-2	SLO-1	Culture and employee management issues	responding to diversity	challenges of localization	global integration	differentiation,
	SLO-2					
S-3	SLO-1	Mastering expatriation,	Case study discussion	Cultural Factors/Issues in Performance Management e	Provisions Concerning	Redressal Procedure in India
	SLO-2					
S-4		Case study discussion	Institutional & Structural Context–	Managing alliances and joint ventures	HR challenges in cross border	Legal issues in global workforce management,

	SLO-2					
S-5	SLO-1	Case study discussion	International Recruitment and Selection Staffing in International context	Recruitment and Selection Staffing in International context	Developing International Staff and Multinational Teams	Developing International Staff and Multinational Teams
	SLO-2					
S-6	SLO-1	Appraisal of expatriate	Collective Bargaining	Process of Conciliation, Arbitration	third and host country employees	Case study discussion
	SLO-2					
S-7	SLO-1	Third and host country employees	Case study discussions	Levels of employees	Types of employees	Cross cultureal context
	SLO-2					
S-8	SLO-1	Case study discussion	International training, international compensation	Employee welfare	approaches, composition	Approaches to International Compensation
	SLO-2					
S-9	SLO-1	Repatriation	Introduction	Case study Discussion	Managing Repatriation	Managing Global
	SLO-2					
S-10	SLO-1	Managing Global	Introduction	Diverse Workforce	International Labour Standards	Case study discussion
	SLO-2					
S-11	SLO-1	Social security systems across countries	Social security systems across countries - Introduction	Role and its Benefits	emerging issues	Case study discussion
	SLO-2					
S-12	SLO-1	*HRM practices* International Labour Organization	Industrial relations	Global Unions	Regional Integration and Framework Agreements	Employee Relations and Employee Involvement
	SLO					

	O-2				

Learning Resources	1. International Human Resource Management by K. Aswathappa 2. International Human Resource Management–Peter J. Dowling–Cengage Learning India Private Limited 3. International Human Resource Management–Anne–WilHarzing, Ashly Pinnington

		Learning Assessment										
	Bloom's Level of Thinking	Continuous Learning Assessment (50% weightage)										Final Examination (50% weightage)
		CLA -1 (5marks)		CLA -2 (5marks)		CLA-3 (10marks)		CLA -4 (15marks)		CLA -5(15marks)		Marks -100 which will be weighted at 50%
		Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice			Theory	Practice
Level 1	Remember												
	Understand												
Level 2	Apply												
	Analyze												
Level 3	Evaluate												
	Create												
	Total	100 %		100 %		100 %		100 %		100%		100 %	

 # CLA – 1-5: can be from any combination of these: Class Participation, Surprise Test, Cycle test, Model Examination, Mini-Projects etc.,

Course Designers		
Experts from Industry	Experts from Higher Technical Institutions	Internal Experts
		Ms.p poonguzhali