



## Lesson Plan

**Program:** MBA      **Semester:** 4<sup>th</sup>      **Course Code:** KMBN HR05      **Course Name:** IHRM

### Course Objectives

**(CO1):** To familiarize the students with HR management in Global perspective.

**(CO2):** To make the students understand the complexity of workforce diversity in international Context.

**(CO3):** To make the students aware of the international labor relations.

**(CO4):** To help develop an understanding of expatriate's recruitment & training programs.

**Session Duration:** 50 minutes

**Participants:** MBA 4<sup>th</sup> SEM Students

### Entry level knowledge and skills of students

- i. Basic Understanding of Human Resource Management.
- ii. Basic Understanding of HRP, Recruitment and Selection.
- iii. Concepts to be clear regarding the Employee Relation and Employee Involvement.

### Equipment required in Classroom/ Laboratory/ Workshop

- i. White board, duster and Marker
- ii. Smart Board, Projector and system

### Assessment Schemes

S. No.	Criteria	Marks (150)
1	AKTU End Term Examination	100
2	Internal Evaluation Scheme	50
2(a)	Class Tests	30
2(a)(i)	Class Test-I	15
2(a)(ii)	Class Test-II	15
2(b)	Teacher Assessment (Continuous Evaluation)	20
2(b)(i)	Attendance	5
2(b)(ii)	Case Study/Topic Based Presentation	5
2(b)(iii)	*GD	10
	*MCQ Based Assignment	2



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**Course Outcomes** (starting with action-oriented observable and measurable verb)

(CO1): Understanding the Contexts of International HRM

(CO2): Knowledge about the HR Processes in International Context

(CO3): Able to evaluate the impacts of Globalization on HRM

(CO4): Desired level of expertise on organizational

(CO5): Understanding the International culture in SHRM

L. No.	Topics	Sub Topics	Date of implementation	Pedagogy	CO-Covered	Faculty Sign	HoD's Remark with Date
<b>Unit - 1</b>							
1.	International HRM – Overview	Home Country, Host Country and Third Country Employee and Major Functions of IHRM		Improved Lecture	1		
2.	Developments Leading to IHRM	1. Global Talent Environment 2. Technology and Privacy Issues 3. Global Economy 4. Understanding Cultural Diversity 5. Agility with reward System 6. Managing Global Leadership 7. Managing International Assignments 8. Communication Skills		Buzz Session	1		
3.	International HRM : Role and Distinguished Activities	1. Recruitment and On boarding Process		Improved Lecture	1		



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		2. On the Job Training 3. Continuing Professional Development 4. Benefits and Compensation 5. Ensuring Legal Compliance					
4.	International HRM Planning	Features, Types – 1. Horizontal Organization 2. Matrix Organization 3. Divisional Organization 4. Vertical Organization		Educational Game	1		
5.	Global HRP	Global HRM & the Staffing Policy		Buzz Session	1		
6.	Global Staffing Policy	Ethnocentric Polycentric Geocentric		Improved Lecture	1		
7.		Case Study		Buzz Session	1		
8.	<b>Revision</b>	Q&A + Doubt Session		Improved Lecture	1		
<b>Unit - 2</b>							
9.	Staffing Practices in International Human Resource Management	Types of IE 1. An expatriate 2. A host Country national 3. A third country national 4. Transnational Project Teams		Project Method	2		
10.	Recruitment and Selection for Overseas Assignments	1. Multinational Enterprise 2. International Staffing Approaches 3. Criteria for Selecting Expatriates		Improved Lecture	2		



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11.	Global Staffing Practices	<ul style="list-style-type: none"> <li>1 Geocentric Staffing Approach</li> <li>2 Ethnocentric Staffing Approach</li> <li>3 Polycentric Staffing Approach</li> <li>4 Regiocentric Staffing Approach</li> </ul>		Group Discussion	2		
12.	International Transfers and Repatriation Strategies	<ul style="list-style-type: none"> <li>Types of Transfer: <ul style="list-style-type: none"> <li>1 Production Transfer</li> <li>2 Replacement Transfer</li> <li>3 Remedial Transfer</li> <li>4 Versatility Transfer</li> </ul> </li> <li>Repatriation Strategies: <ul style="list-style-type: none"> <li>1 Educate and Engage Others</li> <li>2 Compensation</li> <li>3 Career Development</li> <li>4 Ongoing Support</li> <li>5 Families</li> <li>6 Continuous Improvement</li> </ul> </li> </ul>		Improved Lecture	2		
13.	Training and Development in International Context	Cross Cultural Preparation- Preparation, Acclimation, Repatriation		Buzz Session	2		
14.	International Performance Management	Performance Appraisals and its methods		Buzz Session	2		
15.	Global Compensation Practices	<ul style="list-style-type: none"> <li>1 Going Rate Approach</li> <li>2 Balance Sheet Approach</li> </ul>		Educational Game	2		



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16.	Global Compensation Practices	Advantages and Disadvantages of Global Practices		Buzz Session	2		
17.	Revision	Question Bank + Doubt Session		Improved Lecture	2		
<b>Unit - 3</b>							
18.	Industrial Relations and International Practices in Industrial Relations	Labor Laws, Leadership Training, Collective Bargaining, Resources, Union Free Workplace, Grievance Handling		Improved Lecture	5		
19.		Shifts in IHRM and IR		Case Study Method	5		
20.	International Strategic Human Resource Management	Definition, Need and Importance		Improved Lecture	5		
21.	International Labor Standards	Objectives of ILO and Structure of ILO- 1 International Labour Conference 2 Governing Body 3 International Labour Office		Field Work	5		
22.	Global Unions	Meaning, Objectives and Importance		Improved Lecture	5		
23.	Regional Integration and Framework Agreements	1 Regional Integration Agreements 2 Recent Regional Integration 3 Alternative Integration Agreements		Group Discussion	5		
24.	Revision	Question Bank + Doubt Session		Improved Lecture	5		
<b>Unit - 4</b>							



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25.	Equal Opportunity and Diversity Management in Global Context	<p>Theories of Employment Discrimination, Disparate Treatment, Disparate Impact, Harassment, Retaliation, Preventing Violations and Managing Risk, Enforcement,</p> <p><b>Managing Cultural Diversity at Workplace:</b></p> <p>1 Communication 2 Team Building 3 Time 4 Schedules</p>		Case Study Method & Class Presentation	3		
26.	Global Organization Structures	<p>1 Expo Documents against acceptance Department</p> <p>2 International Division Structure</p> <p>3 Global Organization Structure</p> <p>4 Global Functional Divisional Structure</p> <p>5 Global Product Structure</p> <p>6 Global Geographic Structure</p> <p>7 Global Matrix Structure</p> <p>8 Transnational Network Structure</p>		Group Discussion	4		
27.	Evolution of Global Organization Structure	Need and importance		Improved Lecture	4		



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28.	Emerging Trends in Employee Relations and Employee Involvement	1 Centralization of the ER Function 2 An increasing focus on metrics and analytics 3 Work place safety will be in the spotlight		Role Play	3		
29.	Trends in Employee Relations	Trade Union Decline, Window on Practice, Collective bargaining and industrial action,		Case Study	3		
30.	Convergence or divergence in personnel management in developed and developing economies	Convergence, Divergence, Cross-Vergence		Improved Lecture	3		
31.	Convergence or divergence in personnel management in developed and developing economies	Advantages and Disadvantages of all the methods		Group Discussion			
32.	<b>Tutorial</b>	Case Study		Case Study Method			
33.	Revision	Question Bank + Doubt Session		Improved Lecture	3		
<b>Unit - 5</b>							
34.	Emerging Trends in International HRM	1 Alteration in the rules of overtime 2 Increment in the utilization of data and analytical tools 3 Requirement of integrated workforce management system 4 Priority-Engagement of the Employee		Group Discussion	4		



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35.	Emerging Trends in International HRM	5 More Millennial 6 Merging of Business 7 Remaking performance reviews		Group Discussion	4		
36.	Emerging Trends in International HRM	8 Development in the Human Side of Business 9 Clouds Remains in the Projection 10 Going Mobile		Group Discussion	4		
37.	HR/IR issues in MNCs	Conflict Management, Hours and Wages Issues, Adequate Safety in Workplace, Annual Leave Disputes, Timekeeping and Attendance Issues		Role Play	4		
38.	Corporate Social Responsibility	Globalization and Growth in Competition, Increased Size and Influences of Companies, Retrenchment or repositioning of Government		Case Study Method	4		
39.	Corporate Social Responsibility	War of Talent, Growth of Global Civil Society, Increased importance of intangible assets		Field Study	4		
40.	Revision	Question Bank + Doubt Session		Improved Lecture	4		
<b>Question Bank Discussion</b>							
41.	<b>Unit- 1</b>			Using Smart Board + Discussion	1		
42.	<b>Unit-2</b>			Using Smart Board + Discussion	2		
43.	<b>Unit-3</b>			Using Smart Board + Discussion	5		





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44.	<b>Unit-4</b>			Using Smart Board + Discussion	3,4		
45.	<b>Unit-5</b>			Using Smart Board + Discussion	4		



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## Text Books:

1. Peter J Dowling, Marion Fosting, Allen D Engle Sr- International Human Resource Management (Cengage learning)
2. Anne Wil Harzing, Ashly H Pinnington- International Human Resource Management (SAGE Publishing)
3. P L Rao – International Human Resource Management (Excel Books)
4. P SubbaRao – International Human Resource Management (Himalaya Publishing)

## Reference Books:

1. K Ashwathappa & Sadhna Dash – International Human Resource Management (McGraw Hill Education)
2. Srinivas R. Kandula – International Human Resource Management, 2018 SAGE Publishing

## Journals:

1. International Journal of Human Resource Management. (1994). *The International Journal of Human Resource Management*, 5(4), 977–979.  
<https://doi.org/10.1080/09585199400000075>
2. International Journal of Human Resource Management. (1993). *The International Journal of Human Resource Management*, 4(1), 246–248.  
<https://doi.org/10.1080/09585199300000014>
3. International Journal of Human Resource Management (IJHRM). (1993). *The International Journal of Human Resource Management*, 4(3), 709–710.  
<https://doi.org/10.1080/09585199300000054>

## Electronic Database:

<https://mlritm.ac.in/assets/img/INTERNATIONAL%20HUMAN%20RESOURCE%20MANAGEMENT.pdf>

[https://ddceutkal.ac.in/Syllabus/IHRM\\_BOOK.pdf](https://ddceutkal.ac.in/Syllabus/IHRM_BOOK.pdf)

<http://www.eiilmuniversity.co.in/downloads/IHRM.pdf>

[https://www.researchgate.net/publication/40498733\\_International\\_Human\\_Resource\\_Management\\_Review\\_and\\_Critique](https://www.researchgate.net/publication/40498733_International_Human_Resource_Management_Review_and_Critique)