

OBJECTIVE: To bring awareness among the students regarding the human resource practices in MNCs across the countries.

MODULE-I: INTERNATIONAL HUMAN RESOURCE MANAGEMENT: Definition, Importance, Concept, Scope; evolution of IHRM; Difference between Domestic human resource management and International human resource management; Approaches to IHRM; Morgan model; Expatriate, repatriate and Inpatriate; theories on cross cultural workforce; Organizational structure of MNC.(Case study)

MODULE-II: RECRUITMENT & SELECTION IN INTERNATIONAL CONTEXT: Recruitment methods used in MNCs; Selection criteria and techniques for international assignment; selection tests and Interviews for International selection (Case study)

MODULE-III: PERFORMANCE MANAGEMENT: performance management in MNCs, specific practices of performance management in MNCs, Appraisal of expatriate, Third and Host country employees; Issues and challenges in International performance management system. (Case study)

MODULE-IV: TRAINING AND DEVELOPMENT: Definition, Expatriation process, types of Expatriate training; REPATRIATION: Definition, process, types of Repatriation training. Career Development; Development in International settings. Knowledge transfer in International settings.(case study)

MODULE-V : INTERNATIONAL COMPENSATION: Definition, significance of compensation system in MNCs; key components of international compensation system; Social security systems across the countries; Emerging issues in Global compensation system. (Case study)

REFERENCES: International Human Resource Management, Dowling, P.Subba rao

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5. Tayeb – International HRM, Oxford University Press
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