

**GUJARAT UNIVERSITY**  
**K. S. SCHOOL OF BUSINESS MANAGEMENT**  
**[Five Years' (Full-time) M.B.A. Integrated Degree Course]**  
**Fifth Year M.B.A. (SEM – IX)**  
**KS\_M\_H\_55**

**International Human Resource Management (HR Elective)**

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**3 credit course**

**Objective:**

To develop clear and accessible understanding of international HRM from the point of view of the global companies. This course would make the students aware of the role of HRM in sustaining international business in this complex, ever-changing world.

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**MODULE - 1** **[20%]**

- Introduction: the enduring context to IHRM
- IHRM: Sustaining International business operations
- Modes of Entry in International business

**MODULE - 2** **[20%]**

- Recruiting & Selecting staff for International assignments
- Training & Development

**MODULE - 3** **[20%]**

- Compensation
- Re-entry & career issues
- IHRM in host country context

**MODULE - 4** **[20%]**

- Performance Management
- International Industrial Relation

**MODULE - 5** **[20%]**

- IHRM trends & future challenges
- Major economies of the world & their HR practices

**No of lectures in semester:** Approximately 40 to 45 hours

**Assignments:** Minimum 3 Assignments

**Evaluation Pattern:**

Continuous Evaluation	30%
Mid-Sem. Exam	20%
End-Sem. Exams	50%

**Reference Books:**

- IHRM by Dowling & Welch; Thomson Publication ; latest edition.
- IHRM by P.Subba Rao; Himalaya Publishing House
- IHRM by Monir.H.Tayeb ; Oxford publication
- International Human Resource Management by Harzing & Pinnington; Sage publication
- IHRM by Crawley & Walsh; Oxford Publication, latest edition.