



SWARNANDHRA COLLEGE OF ENGINEERING & TECHNOLOGY (AUTONOMOUS)

Accredited by National Board of Accreditation, AICTE, New Delhi, Accredited by
NAAC with "A" Grade – 3.32 CGPA, Recognized under 2(f) & 12(B) of UGC Act 1956,
Approved by AICTE, New Delhi, Permanent Affiliation to JNTUK, Kakinada
Seetharampuram, W.G.D.T., Narsapur-534280, (Andhra Pradesh)

DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION TEACHING PLAN

Course code	Course Title	Year/Sem	Branch	Contact Hrs/week	Section	Date of commencement of Semester
24MB4E12	INTERNATIONAL HUMAN RESOURCE MANAGEMENT (R24)	II/II	MBA	5	-	09/01/2025

COURSE OUTCOMES: Students will be able to

CO1: Identify how to go globally and face the challenges in the international market. (K1)

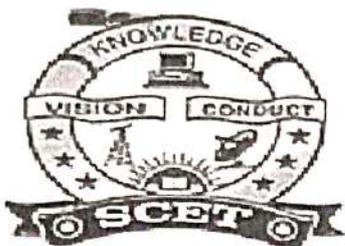
CO2: To manage the domestic and international assignments. (K4)

CO3: Illustrates essential elements for understanding cross cultural diversity. (K3)

CO4: Interpret various approaches of compensation in global assignment. (K2)

CO5: Analyze measures for creating global human resource development climate. (K4)

Unit No.	Outcome	Topic/Activity	Ref. Text Book	Total Periods	Delivery Method	
1	CO1: Identify how to go globally and face the challenges in the international market. (K1)	UNIT – 1 INTRODUCTION				Chalk & Talk
		1.1	Global HR perspective in new economy	T1,T2,R1	2	
		1.2	Challenges of Globalization	T1,T2,R1	1	
		1.3	Implications of managing people and leveraging HR	T1,T2,R1	2	
		1.4	Strategic role of International HRM	T1,T2,R1	1	
		1.5	Distinction between domestic and international HRM	T1,T2,R1	2	
		1.6	HR challenges at international level	T1,T2,R2	1	
		1.7	CASE STUDY		1	
			TOTAL HOURS REQUIRED		10	
		UNIT II MANAGING INTERNATIONAL ASSIGNMENTS				
		2.1	Assignment significance	T1,T2,R3	1	Chalk &



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2	CO2: To manage the domestic and international assignments. (K4)	2.2	Global HR planning	T1,T2,R3	1	Talk, PPT Tutorial
		2.3	Staffing policy	T1,T2,R3	1	
		2.4	Training and development	T1,T2,R3	1	
		2.5	Performance appraisal	T1,T2,R3	1	
		2.6	International Labour Relations	T1,T2,R3	1	
		2.7	Industrial democracy	T1,T2,R3	1	
		2.8	Positioning Expatriates & Repatriates	T1,T2,R3	1	
		2.9	Factors of consideration and strategies	T1,T2,R3	1	
		2.10	Legal content of Global HRM	T1,T2,R3	1	
		2.11	International assignments for women-problems	T1,T2,R3	1	
			CASE STUDY		1	
			TOTAL HOURS REQUIRED		12	
3	CO3: Illustrates essential elements for understanding cross cultural diversity. (K3)	UNIT III CROSS CULTURE MANAGEMENT				
		3.1	Importance of cross culture	T1,T2,R1	1	Chalk & Talk, PPT Tutorial, Active learning & case study
		3.2	Concept and issues	T1,T2,R1	1	
		3.3	Understanding diversity- managing diversity	T1,T2,R1	1	
		3.4	Cross cultural theories	T1,T2,R1	1	
		3.5	Hofstede's Model-Andre-Laurent Theory	T1,T2,R1	1	
		3.6	Kluchkohn- Strodthbeck Model	T1,T2,R1	1	
		3.7	Cultural issues-consideration	T1,T2,R1	1	
		3.8	Problems	T1,T2,R1	1	
		3.9	Skills building methods	T1,T2,R1	1	



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		3.10	Cross culture communication and negotiation	T1,T2,R1	1		
		3.11	Cross culture teams	T1,T2,R1	1		
		3.12	Talent crunch	T1,T2,R1	1		
		3.13	Indian MNCs and challenges	T1,T2,R1	1		
			CASE STUDY		1		
			TOTAL HOURS REQUIRED		14		
		UNIT IV COMPENSATION MANAGEMENT					
	CO4: Interpret various approaches of compensation in global assignment. (K2)	4.1	Objectives- Importance	T1,T2,R1	1	Chalk & Talk, PPT Tutorial, Industrial Visit	
		4.2	Concepts & trends	T1,T3,R1	1		
		4.3	Issues of compensation	T1,T2,R1	1		
		4.4	Methods	T1,T2,R1	1		
		4.5	Factors of consideration	T1,T2,R1	1		
		4.6	Models of compensation – incentive methods	T1,T2,R1	1		
		4.7	Approaches of compensation in Global assignments	T1,T2,R1	1		
		4.8	Global compensation implications on Indian system	T1,T2,R1	1		
		4.9	Performance management	T1,T2,R1	1		
				CASE STUDY			1
			TOTAL HOURS REQUIRED		10		
		UNIT V GLOBAL STRATEGIC ADVANTAGE THROUGH HRD					
	CO5: Analyze measures for creating global	5.1	Introduction	T1,T3,R1	1	Chalk & Talk, PPT Tutorial, & Project	
			Measures for creating Global HRD climate	T1,T2,R1	1		
		5.2	Strategic frame work of HRD	T1,T2,R1	1		
		5.3	Challenges	T1,T2,R1	1		
		5.4					



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human resource development climate. (K4)	5.5	Globalization and quality working life & productivity	T1,T2,R1	1	Based Learning
	5.6	Challenges in creating of new jobs through Globalization	T1,T2,R1	1	
	5.7	New corporate culture	T1,T2,R1	2	
		CASE STUDY		2	
		TOTAL HOURS REQUIRED		10	

REVISION

4

TOTAL

60

MID II EXAMINATIONS

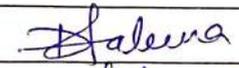
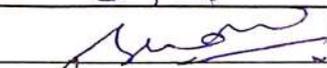
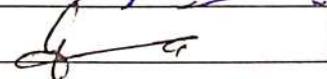
END EXAMINATIONS

Text Books:

T1	"Global Human Resource Management", Sujatha Mangaraj
T2	"International Human Resource Management", Aswathappa K. Sadhana Dash

Reference Books:

R1	"International Business Management" – Pradeep Kumar Sinha & Sanchari Sinha
R2	"International Business" – Subba Rao P
R3	"International Human Resource Management" – Tony Edward

Details	Name	Signature with Date
i.	Faculty	D. Haleena 
ii.	Course Coordinator	D. Haleena 
iii.	Module Coordinator	Dr.O.V.A.M. Sridevi 
iv.	Programme Coordinator	Dr.G.Grace 


Principal