

**ST.JOSEPH'S COLLEGE OF COMMERCE
(AUTONOMOUS)
DEPARTMENT OF BUSINESS ADMINISTRATION**

LESSON PLAN

Subject Code:
Subject Name: IHRM
Faculty: Dr.D.Raja Jebasingh
Academic year: 2016-17

Degree/Branch: B.Com & BBA
Year/Sem: III/ VI SEM
Total no of Hrs in Syllabus:60
Semester: EVEN
Grand Total: 60

Objectives: The subject makes an attempt to

Sl. No	UNIT & OBJECTIVES	No. of Lecture Hours	Methodology/ Instructional techniques	Evaluation/ learning confirmation
Module I	Module - 1: Introduction	08		
1.	Introduction - IHRM – Concept	1	Lecture	Question and Answer
2.	IHRM – Concept	1	Lecture	Question and Answer
3.	Scope of IHRM	1	Lecture	
4.	Nature of International HRM	1	Lecture	Question and Answer
5.	Approaches to IHRM	1	Lecture	Question and Answer
6.	Approaches to IHRM – Cont.,	1		
7.	Difference between domestic HRM and IHRM	1		
8.	Research Paper Reading	1	Lecture & Class Activity	
Module II	Module - 2: Human Resources Planning in IHRM	8Hrs		
1.	Human resource planning in IHRM- How to design	1	Lecture&Research Articles	Research Articles
2.	Human resource planning in IHRM- How to design	1	Lecture	Research Articles
3.	Recruitment and selection	1	Lecture	Question and Answer
4.	Issues in staff selection of expatriates.	1		

5.	Training and Development: Expatriates training,	1	Lecture	Question and Answer
6.	Expatriates training - Types - How to deliver	1	Lecture	Question and Answer
7.	Expatriates training - Types - How to deliver	1	Lecture	Question and Answer
8	Developing international staff and multinational teams	1	Lecture	Question and Answer
Module III	Module - 3: Performance Appraisal	10Hrs		
1.	Performance Management- Concept	1	Lecture	Research Articles
2.	Factors associated with individual performance	1	Lecture	Research Articles
3.	Appraisal Mechanism	1	Lecture	Research Articles
4.	Criteria used for performance appraisal of international employee	1	Lecture	Research Articles
5.	Criteria used for performance appraisal of international employee - Different Model	1	Lecture	Research Articles
6.	How to Appraisal - host country nationals	1	Lecture	Research Articles
7	Compensation Concept - Need - Objectives	1	Lecture	Research Articles
8	How to do international compensation	1	Lecture	Research Articles
9	Approaches to international compensation	1	Lecture	Research Articles
10.	Working paper / Case Papers on international compensation			
Module IV	Module - 4: EXPAT	8 Hrs		
1.	EXPAT - Concept Note	1	Lecture	Research Articles
2.	EXPAT - Perspectives	1	Lecture	Research Articles
	Causes for failure.	2		

3.	Causes for failure – Cont.,	2	Lecture	Research Articles
4.	EXPAT Management	2	Lecture	Research Articles
5.	EXPAT Management	1	Lecture	Research Articles
6.	Repatriation: Repatriation process	1	Lecture	Research Articles
7	Repatriation: Repatriation process	1		
8.	Case Study	01*	Assignment Preparation	
Module V	Labour Relations	08 Hrs		
1.	Labour Relations – Meaning – Concept	1	Lecture	Question and Answer
2	Labour Relations – Management	1		
3	Key issues in international relations	2	Lecture	Question and Answer
4	Key issues in international relations	2	Lecture	Activity
5	Strategic choices before firms	1		Question and Answer
6.	strategic choices before unions,	1	Lecture	Question and Answer
7	Union tactics	1	Lecture	Question and Answer
8.	CASE STUDY	1		
Module VI	International HRM	8 Hrs	Lecture	Question and Answer
1.	Managing people in an international context		Lecture	Question and Answer
2.	US.		Lecture	Question and Answer
3.	Europe		Lecture	Question and Answer
4.	Japan		Lecture	Question and Answer
5.	CASE STUDY		Group Discussion	
6	DO			
7.	Research Paper on International Context of Managing People			
8	do			
Module	Module 7 .Cross Culture Management	10Hrs		

VI	Definition and concept , elements of culture, growing importance of culture in org, culture and diversity, CC issues in org's Cross- culture team work - benefits and problems.		

Reference Books

The following books are coverage the course topics.

Useful summary of websites

1. www.google scholar.com
2. www.doaj.org
3. www.ssrn.com

Prepared By

Dr.D.Raja Jebasingh

Approved By

Books for Reference:

- ❖ Aswathappa K: Human Resource and Personnel Management, Tata McGraw Hill.
- ❖ Charles W L Hill: International Business, McGraw Hill.
- ❖ Cynthia D Fisher (et al): Human Resource Management, Houghton Mifflin Co.
- ❖ Ian Beardwell& Len Holden: Human Resource and Personnel Management, MacMillan.
- ❖ Peter J Dowling (et al): International Human Resource Management, South Western, Thomas Learning.