

Module Assessment Materials

Final Evaluation Criteria

This will be based on participation, following directions, and overall grasp of principles and concepts of Supply Chain Management

Reference for Students to use for CIA-

CIA-1- a) Written

- Choose a country you would enjoy working in, and visit that country's embassy page. Discuss the requirements to obtain a work visa in that country.
- How would you personally prepare an expatriate for an international assignment? Perform additional research if necessary and outline a plan.

b) Student Team (2nos) Presentation on

- *Visa Blues-Your manager has just notified you that one of your marketing managers has taken an assignment in China to work for one year. You tell your manager you will begin the visa process for employment. She disagrees and tells you it will be quicker to just get a tourist visa. You mention this is illegal and could get the employee and company in trouble, but she insists on your getting a tourist visa so the employee can leave within the month. How would you handle this?*

CIA-2 Case Study Analysis- for the FAMOUS CASE- Fish to Go Is Going Places

Your company, Fish to Go, is a quick service restaurant specializing in fish tacos. Your success in the United States has been excellent, and your company has decided to develop an international strategy to further develop your market share. As the vice president for human resources, you have been asked to develop an international staffing strategy. The organization has decided that it makes the most sense to hire host-country nationals to manage the restaurants. Your current Fish to Go managers earn upwards of \$45,000 per year, plus 2 percent profit sharing. The

organization is also looking to you to determine and develop a comprehensive training program for your host-country managers. A training program is also needed for employees, but you have decided to wait and develop this with input from the host-country managers. Fish to Go has identified Mexico and the UK as the first two countries that will be entered. Perform the necessary research to prepare a PowerPoint presentation to the board of directors.

1. What are the advantages of choosing a host-country national staffing strategy?
2. Develop a compensation plan for each of the two countries, revising the current compensation for managers in the United States, if necessary. The compensation plan should include salary, benefits, and any fringe benefits to attract the most qualified people. The plan should also address any legal compensation requirements for both countries.
3. Develop an outline for a training plan, making reasonable assumptions about the information a new manager would need to know at Fish to Go.

Session Plan

ST. JOSEPH'S COLLEGE OF COMMERCE, BANGALORE.

PG DEPARTMENT

Course Name: M Com-IB

Subject: International Human Resource Management

Semester: 2ND

Faculty: Shivakami Rajan

| Module Number | Session No | Topic | Pre-class Activity | Pedagogy (in class) | Out of |
|----------------------|-------------------|--|---|-------------------------------|---------------|
| 1 | 1,2 | IHRM Practice and Environment - Functions, Objectives of IHRM. Model of IHRM, | | Discussion | |
| | 3,4 | Difference between Domestic HRM and IHRM, Managing International HR activates- HR planning, Recruitment & Selection .Stages in Internationalization, | | Discussion | |
| | 5,6 | Path to Global Status (Modes of growth of a domestic business into being international). Employees participation | | Discussion | |
| | 7 | Case Study | | Lecture, Discussion, & Debate | |
| | 8,9 | Practices in various countries: Comparative study of HRM practices in major global economies (Germany, Japan, | Toyota Vs. Volkswagen | Discussion & Debate | |
| | 10,11 | US, India. | IBM in India | Discussion | |
| | 12,13 | Human Resources in a Comparative Perspective | Moving Forward Impact of FDI on IHRM | Discussion | |
| | 14 | Case study | | Lecture, Discussion. & | |

| | | | | | |
|---|-------|--|--|-------------------------------|--|
| 2 | 15,16 | Global workforce staffing - Staffing approaches, Developing International Staff and Multinational | | Discussion | |
| | 17,18 | Managing Global, Diverse Workforce | Debate on Impact of Japanese Railways Collaboration on Diesel Engine Factory in India | Discussion | |
| | 19,20 | Expatriates – meaning, expat selection, expat failures, how to minimize failures. | | Discussion | |
| | 21 | “Rightsizing is not a ripple, but a tidal wave”. Discuss on it with suitable corporate examples. | | Lecture, Discussion, & Debate | |
| | 22,23 | Factors in Expatriate selection Technical ability, Cross-cultural suitability / (CCT), | | Discussion | |
| | 24,25 | Understanding the various cultural factors that affect International HRM | | Discussion | |
| | 26,27 | Understanding the various functions of HRM and its implementation in international context | | Class Seminar | |
| | 28,29 | International HRM strategies adopted by various | | Class Seminar | |
| | 30 | Family requirements, MNE requirements. | | Lecture, | |
| | 31 | If you are a chairman of a Company, what considerations would guide your judgment on the following: 1. Hiring of relatives of employees | | Lecture, Discussion, & Debate | |
| 3 | 32,33 | HRM practices in international context - Role of expat training | | Discussion | |
| | 34,35 | Pre-departure training, developing staff through international assignments, | | | |
| | 36,37 | Re-entry and career issues – culture shock, repatriation process, repatriation programme, | | Discussion | |
| | 38,39 | International compensation – Approaches to International Compensation, objectives, key | | Discussion | |

| | | | | | |
|----------|--------------|---|--|-------------------------------|--|
| | 40 | Performance appraisal and management of international employees. Performance management, | | Lecture, Discussion, & Debate | |
| | 41,42 | Remuneration, Expatriate Compensation, Understanding the various cultural factors that | | Student ppt | |
| | 43,44 | Performance appraisal and management of international employees. | | Discussion | |
| | 45 | Case study | | Lecture, Discussion, & Debate | |
| 4 | 46,47 | HRIS and Virtual Organization - HR Information System – Meaning, Need, Advantages and uses | | Discussion | |
| | 48, | Designing of HRIS, Computerized HRIS, Limitation of HRIS | | Discussion | |
| | 49 | Case study | | Lecture, Discussion, & Debate | |
| | 49,50 | Computerized skill inventories, Global Talent Search. | | Discussion | |
| 5 | 51,52 | Virtual Organisation – Meaning, Types of virtual organization, Difference between traditional & | | lecture | |
| | 53 | Advantages and disadvantages of virtual organizations, Features of virtual organization, | | Discussion | |
| | 54 | Case study- Managing HR in virtual organization | | Lecture, Discussion, & Debate | |
| 6 | 55,56 | Industrial Relations and Other Issues in IHRM - A framework for international industrial relations; | | Discussion | |
| | 57,58 | Designing organisations for dynamic international environment; HRM in cross border mergers and | | Discussion | |
| | 59 | IHRM trends- Complexities, challenges, and choices in future, Emerging Trends in Employee | | Discussion | |
| | 60 | Trade unions, Collective bargaining, Participative management & Quality circles. | | Discussion | |
| | 61 | Industrial relations – key issues - Cross Cultural Issues and Cross Cultural Relations in IHRM | | Lecture and Discussion | |
| | 62 | Trade Unions, Who handles relations | | Lecture and Discussion | |
| | 63 | ILO (Including its difference from the Indian Labour laws). | | Lecture and Discussion | |

BOOKS FOR REFERENCE:

1. *Anne Wil Harzing & Joris Van R: International Human Resource Management, Sage Publications.*
2. *Cynthia D. Fisher (etal): Human Resource Management, Houghton Mifflin.*
3. *Hilary Harris (etal): International Human Resource Management, VMP Publishers and Distributors.*
4. *Peter J. Dowling & Denice E. Welch: International Human Resource Management, Thomson Learning.*

Signature: Shivakami Rajan