

**ST.JOSEPH'S COLLEGE OF COMMERCE
(AUTONOMOUS)
Department of Commerce & Management**

LESSON PLAN

Subject Code: EL 15 HRM 606
Subject Name: IHRM
Faculty: Dr.D.Raja Jebasingh
Academic year: 2017-18

Degree/Branch: B.Com / BBM (Elective)
Year/Sem: VI SEM
Total no of Hrs in Syllabus: 60
Grand Total: 60

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	EXPAT	8 Hrs		
1.	EXPAT - Concept Note	1	Lecture	Research Articles
2.	EXPAT - Perspectives	1	Lecture	Research Articles
	Causes for failure.	1		
3.	Causes for failure – Cont.,	1	Lecture	Research Articles
4.	EXPAT Management	1	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	1	Group Work	
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	1	Lecture	Question and Answer
4	Key issues in international relations	1	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		
1.	Managing people in an international context	1	Lecture	Question and Answer
2.	US.	1	Lecture	Question and Answer
3.	Europe	1	Lecture	Question and Answer
4.	Japan	1	Lecture	Question and Answer
5.	CASE STUDY	1	Group Discussion	
6	DO	1		
7.	Research Paper on International Context of Managing People	1		
8	do	1	Lecture	
Module VII	Cross Culture Management	10Hrs		
	Definition and concept	1	Lecture	Question and Answer
	Elements of culture	1	Lecture	Q & A
	Growing importance of culture in org	1	Lecture	Question and Answer
	Culture and diversity	1	Lecture	Question and Answer

	Cross Culture Issues in organization	1	Lecture	Question and Answer
	-Do-	1	Lecture	Question and Answer
	Cross- culture team work	1	Lecture	Question and Answer
	Cross- culture team work - Cont.,	1	Lecture	Question and Answer
	Cross- culture Benefits	1	Lecture	Question and Answer
	Cross- culture problems case study	1	Lecture	Question and Answer

Reference Books

- ❖ 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.

Useful summary of websites

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

Prepared By

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Subject Teacher