

Course No. 503 GLOBAL HUMAN RESOURCE MANAGEMENT(GHRM
XIX)

(For B.Com (Int. Business and HRM)

Hours: 40

Mark: 80

Objective : The objective of this course is to educate students about the different aspects of global HRM and its applications.

Course Contents:

- Unit-I:** Introduction to Global HRM- Meaning, Definitions, Objectives, Functions. Differences between Home country HRM and Host Country HRM. 20 : 10 hrs
- Unit-II:** Introduction to Global Human Resource Planning- Recruitment, Selection, Job Design and Job Analysis (in Global context), Retention issue. 20 : 10 hrs
- Unit-III:** Human Resource Management in a dynamic global environment:-Technological Changes, Total Quality Management (TQM)-International Assignment and issues related to Work Life Balances. 20 : 10 hrs
- Unit-IV:** Globalization and Human Resource Management-Cultural variables in Global Organization, Cross Culture Management, Global recruitment policies, Succession Policy. 20 : 10 hrs

Text and Reference Books:

1. Khanka S. S.: Human Resource Management (Text and Cases); S. Chand and Company Ltd, New Delhi-110 055.
2. Rao V S P: Human Resource Management, Text and Cases; EXCEL BOOKS, New Delhi-110 028.
3. Mangaraj Sujata: Globalization and Human Resource Management; EXCEL BOOKS, New Delhi-110 028.