



(Master of Business Administration) Semester IV
HUMAN RESOURCE SPECIALISATION

PM04EMBA29: CROSS-CULTURAL AND GLOBAL MANAGEMENT

Course Code	PM04EMBA29	Title of the Course	Cross-cultural and global management
Total Credits of the Course	04	Hours per Week	04

Course Objectives:	<ul style="list-style-type: none"> • To impart knowledge and understanding of international human resource management. • To explain the impact of business internationalization on strategic HRM and its various functions, including HR planning, recruitment & selection, training & development, compensation management, performance management, safety & health and employee relations.
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Course Content: 30 sessions		
Unit	Description	Weightage (%)
1.	The Cultural Context of IHRM, The Organizational Context	25
2.	IHRM in Cross-Border Mergers & Acquisitions, International Alliances and SMEs, Sourcing Human Resources for Global Markets – Staffing, Recruitment and Selection, Sourcing Human Resources for Global Markets – Staffing, Recruitment and Selection	25
3.	International Performance Management, International Training, Development and Careers	25
4.	International Compensation, International Industrial Relations and The Global Institutional Context, IHRM Trends and Future Challenges	25

Teaching-Learning Methodology	Lectures, case study method, discussion on case judgements, role plays.
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SARDAR PATEL UNIVERSITY
Vallabh Vidyanagar, Gujarat
(Reaccredited with 'A' Grade by NAAC (CGPA 3.25))
Syllabus with effect from the Academic Year 2022-2023

Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Mid-semester examination	30%
2.	Internal Continuous Assessment in the form of Practical, Viva-voce, Quizzes, Seminars, Assignments, Attendance	30%
3.	End semester examination	40%

Course Outcomes: Having completed this course, the learner will be able to	
1.	Develop an understanding of the critical issues raised by international business cases in cross-cultural management.
2.	Analyze the nature of cultures, the theoretical concepts and frameworks used to identify and highlight similarities and differences across cultures.
3.	Understand workforce diversity and manage intercultural communication and cross-cultural interactions.
4.	Negotiate in cross-cultural management and handle ethical and social issues associated with it.
5.	Develop business strategies to succeed in the international market.
6.	Enhance employability.



Suggested References:

Sr. No.	References
1.	Dowling, P., Festing, M., & Engle, A. D. International human resource management. Cengage Publications.
2.	Jackson, T. International HRM: A cross-cultural approach. Sage.
3	Budhwar, P. S., & Debrah, Y. A. (Eds.). Human resource management in developing countries. Routledge.

Online Resources

<https://www.udemy.com/course/introduction-to-human-resource-management/>

<https://alison.com/course/international-and-strategic-human-resource-management>