



(Master of Business Administration) Semester IV

HUMAN RESOURCE SPECIALISATION

PM04EHRM62: CROSS-CULTURAL AND GLOBAL MANAGEMENT

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| Course Code | PM04EHRM62 | Title of the Course | Cross-cultural and global management |
| Total Credits of the Course | 04 | Hours per Week | 04 |

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| 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 | | |
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| 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 |

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| Teaching-Learning Methodology | Lectures, case study method, discussion on case judgements, role plays. |
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| Evaluation Pattern | | |
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| Sr. No. | Details of the Evaluation | Weightage |
| 1. | Mid-semester examination | 30% |



SARDAR PATEL UNIVERSITY
Vallabh Vidyanagar, Gujarat
(Reaccredited with 'A' Grade by NAAC (CGPA 3.11))
Syllabus with effect from the Academic Year 2022-2023

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| 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

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| 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>