

SARDAR PATEL UNIVERSITY
Programme & Subject: Master of Human Resource Development (MHRD)
Semester: III
Syllabus with Effect from: June - 2014

Paper Code: PA03SHRD01	Total Credit: 3
Title Of Paper: Global Human Resource Management	

Unit	Description in Detail	Weightage (%)
I	International HRM: Definitions, Models of International HRM, difference between domestic and international HRM, Organizational Structure, Expatriate, different roles of expatriate Sales subsidiary, International Division, Global product / Area Divisions, Matrix Structure, Mixed Structure.	50%
II	Training and development of International Staff: The deployment cycle for international assign assignments, Design of training for overseas assignment. Performance appraisal for Expatriates: Factors influencing Expatriates performance, criteria to be used for appraisal of Expatriates staff performance review practices of America, Russia, Japan. Social Security Schemes in different countries: Statuary social security scheme, Federal republic of Germany, U.K., U.S.A., and Russia.	50%

Basic Text & Reference Books:-

- Bhatia S.K. , 2005 International Human Resource Management. A Global perspective. Deep and Deep publication, New Delhi.
- Dowling peter J and Weltch E Denice 2004, International Human Resource Management. Thomson Learning.

