

GLOBAL HRM SOLVED NOTES EBOOK CHAPTERWISE



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Short Description

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Description

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PREVIEW OF CHAPTERS SYLLABUS

GLOBAL HRM

Topics

- 1. Introduction to global HRM drivers of globalization, variables that moderate differences between HRM and GHRM. Global HRM trends and future challenges: Ethics in international business, strategies IHRM.**
- 2. The organisation context: The path of global status and control mechanism. Sustaining international business operations, Globalization emerging global economy, globalisation of market, production investment and technology.**
- 3. Recruiting and selecting staff for international assignment: issues in staff selection, factors Moderating performance, selection criteria, dual – career couples, re-entry and career issues: the repatriation process, multinational responses, designing a repatriation programme.**
- 4. Training and development: role of expatriate training, pre-departure training, developing staff through international assignment.**
- 5. International compensation: approaches of international compensation, key components of an International compensation programme, executive compensation.**
- 6. Global HR issues in the host context: standardization and adaption of work practices, retaining, developing and retrenching staff, language standardization, monitoring HR practices.**
- 7. International industrial relations: issues, responses of trade unions to multinational, regional Integration.**
- 8. Multinational performance management: Challenge, performance management and performance appraisal of international employees, appraisal of HCN employees.**
- 9. HRM in cross border merges and acquisitions: Motives behind merges and acquisitions, HR Interventions.**
- 10. Understanding human behaviour in global perspective – issues in organization culture, cultural diversity at work, motivation and communication across culture, cross cultural leadership, multi cultural teams. Comparison of Indian HRM with those of UK, USA, Japan and China.**

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