

International Human Resource Management



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INTERNATIONAL HUMAN RESOURCE MANAGEMENT

SYLLABUS

UNIT I

HR and global business challenge - Meaning of HR- The differences between domestic and International Human Resources - The various perspectives and approaches of International Human Resource Management.

UNIT II

International HR Planning: - The role of cultural understanding - Culture and HR functions in a global subsidiary Recruitment and Selection - Staffing policies, approaches, Selection criteria - Relocation Performance management of international employees -performance appraisal in a global context. - Recent innovative methods in HRM.

UNIT III

Orienting and training employees for global assignments - approaches to training - Integrating business strategy with international training & development. Compensation - various approaches - factors affecting compensation systems - Benefits - The adjustments and incentives.

UNIT IV

International labor relations - key issues, various agreements International labour standards, safety and fair treatment, repatriation: process, problems and solutions. MNC'S and HR Policies.

UNIT V

Human Resources practices and programs adopted in USA, EUROPIEN Japan, China and Asian countries. Laws related to immigration of people. International contract Laws related to HR.

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