

TYBMS

Semester VI

Human Resource Management in Global Perspective

1. International HRM- Meaning and Features, Objectives, Evolution of IHRM
2. Difference between International HRM and Domestic HRM
3. Approaches to IHRM- Ethnocentric, Polycentric, Geocentric and Regiocentric
4. Components of IHRM- Cross Cultural Management and Comparative HRM
5. International Recruitment and Selection- Meaning- Sources of International Labour Market
6. International Compensation – Meaning, Objectives, Components of International Compensation Program, Approaches to International Compensation
7. International Industrial Relations – Meaning, Key Issues in International
8. Expatriation- Meaning, Reasons for Expatriation, Factors in Selection of Expatriates, Advantages of Using Expatriates, Limitations of using Expatriates, Role of Family, the Role of Non-expatriates, Reasons for Expatriate Failure
9. Emerging Trends in IHRM
10. Role of Technology on IHRM
11. Growth in Strategic Alliances and Cross Border Mergers and Acquisitions Impact on IHRM