

Global Human Resources Management

Course Objectives

Global HRM deals with all aspects of HR in the worldwide context. This course is a unique blend of theories and practices in Global HR and would help students to become familiar with the core aspects of Global Human Resources, its applications, core differences in different regions in handling human capital.

Syllabus

HR in different geographies, HR models, HR Planning, Talent sourcing and Talent Management, employee and labor relations, managing risks in HR and ethical issues in Global HR from a global perspective.

Expected Outcome

Upon completion of this course, the students will be able to: 1. Understand issues, opportunities and challenges pertaining to Global HRM; 2. Understand the standards and practices of HRM in various international contexts, especially in areas such as HR Planning, Talent Sourcing and Talent Management, employee and labor relations, managing risks and ethical issues involved 3. Develop generic and transferable skills-especially in diagnosing Global HRM issues critically and analytically, conducting research for the purpose of discussing specific cases relating to Global HRM.

References

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3. R.S Dwivedi: A Textbook of Human Resource Management, Vikas Publishing House Pvt. Ltd.
4. Varma Budhwar: Managing Human Resources in Asia-Pacific, T&F.

5. K. Aswathappa, International Business, McGraw Hill Education India Private Limited
6. P. SubbaRao: International Human Resources Management, Himalaya Publishing House.
7. Vikas Banger: Human Resource Management Global Trends and Essence, Enkay Publishing House.
8. Scullion Collings: Specifications of Global Talent Management, Routledge.
9. Hayton Biron: Global Human Resource Management Casebook, Routledge.
10. The Fair Labor Standards Act Of 1938, As Amended,
<http://www.dol.gov/whd/regs/statutes/fairlaborstandact.pdf>
11. FMLA, <https://www.dol.gov/general/topic/benefits-leave/fmla>
12. OSHA, <https://www.osha.gov/>
13. COBRA, <https://www.dol.gov/general/topic/health-plans/cobra>
14. HIPPA, <http://www.hhs.gov/hipaa/>
15. ERISA, <https://www.dol.gov/general/topic/health-plans/erisa>
16. Labor Laws in GCC Countries, <https://www.gulftalent.com/resources/labour-laws>
17. Types of Work Visas in US,
http://chennai.usconsulate.gov/types_of_visas.html
18. The Right Way to Manage Expats: <https://hbr.org/1999/03/the-right-way-to-manage-expats>

Units Topics

1 Global HRM models and HR in different Geographies: Poole's adaptation of the Harvard model- the Brewster and Bournois model of International HRM; HR practices and standards in SAARC nations, Gulf Cooperation Council Countries, BRIC Nations, ASEAN; International Labor Organization.

2 HR Planning, Talent Sourcing and Talent Management – Global Perspective: Role and need for HR Planning - Objectives, Planning Process, Forecasting HR requirements, impact of economic and market factors; Talent Sourcing - Concept, definition, recruitment, reference checking, negligent hiring, recruiting for diversity, selection, staffing metrics and yield ratios, organization entry (induction), socialization and on- boarding; Talent management – Concept, definition, process, being an Employer of Choice, Attraction and Retention Strategies, Rewarding, Succession Planning strategy, career development as a retention tool, Talent Audits, International Labor Markets (ILM), Critiques of ILMs, Diffusion of ILMs, Five Factors; Expatriate Management

First Internal Examination

3 Employee and Labor Relations – Global Perspective: Employee relations, employment policies and practices, discrimination, affirmative action and equal employment opportunity, Diversity in the workforce, Managing a multigenerational workforce, Resolving disputes and complaints; Understanding of selected laws and acts governing employment relationships in US – Fair Labor Standards Act of 1938 (FLSA), Family and Medical Leave Act of 1993 (FMLA), Occupational Safety and Health of 1970 (OSHA), Consolidated Omnibus Budget Reconciliation Act (COBRA), Health Insurance Portability and Accountability Act of 1996 (HIPPA) and Employee Retirement Income Security Act of 1974 (ERISA)

4 Downsizing: Reasons for downsizing, effects of downsizing; how to downsize – Process consideration, Massacre or drip-drip-drip, broad and targeted layoffs; factors to be considered while downsizing (experience, seniority, age, skill); documenting and rationalizing layoff decision; dealing with community after downsizing.

Second Internal Examination

5 Managing Risks in Human Resources – Global Perspective: Legal compliance, ensuring sound employment practices, safety and security of employees, monitoring, surveillance and privacy concerns, Managing inspections, disaster preparation, business continuity and recovery planning, handling catastrophic events, managing strikes and boycotts, prevention of workplace violence, sexual harassments; Protection from retaliation, illegal harassment (expat and locals); HR audit; HR Data security, maintaining appropriate and required HR records in different countries.

Final Examination