

3. INTERNATIONAL HRM

Sr. No.	Unit
1	<p>Introduction to International HRM</p> <ul style="list-style-type: none">• Introduction• Definition of International Human Resource Management (IHRM)<ul style="list-style-type: none">○ Objectives• Key Concepts of International HRM• Approaches of IHRM• Dimensions of IHRM• Challenges in IHRM• IHRM Activities• Differences between domestic HRM and International HRM (IHRM)• Benefits of Effective International HRM• Strategies for Implementing International HRM• Exercise
2	<p>International business and IHRM</p> <ul style="list-style-type: none">• Introduction• Types of International Business Strategies• Challenges of International Operations• Acquiring• Training• Appraising and Compensating Employees• Attending to labour relations• Health, Safety and Fairness Concerns• Functions of IHRM• Conclusion• Key words• Exercise
3	<p>Key Challenges and Strategic Practices in IHRM</p> <ul style="list-style-type: none">• Introduction• Structure and Controls• Challenges faced by IHRM• Global HRM and Staffing Policies• Selection Process• Training and Development• Conclusion• Key Words• Exercise
4	<p>Approaches of IHRM</p> <ul style="list-style-type: none">• Introduction

	<ul style="list-style-type: none"> • Types of Employees • Approaches to IHRM • Keywords • Exercise
5	<p>Regional integration (EU) and (NAFTA)</p> <ul style="list-style-type: none"> • Introduction <ul style="list-style-type: none"> ○ The European Union (EU) ○ North American Free Trade Agreement (NAFTA) • Types of employees <ul style="list-style-type: none"> ○ Types of Employees in the European Union: An Overview ○ Types of Employees in the NAFTA • Recent Trend • Exercise
6	<p>International staffing & multinational performance</p> <ul style="list-style-type: none"> • Introduction • Meaning • Objectives • Types of International Employees • Challenges in International Staffing • Factors affecting international staffing • Benefits • Implications • Future Trends in International Staffing • Exercise
7	<p>Approaches to International Compensation</p> <ul style="list-style-type: none"> • Introduction • Going rate approach • Balance sheet approach • Citizens' approach • Lump sum approach • Keywords • Exercise
8	<p>Expatriation and repatriation process</p> <ul style="list-style-type: none"> • Meaning & Definition of Expatriation • Difference Between Expatriation and Other Related • Expatriation Objectives • Process of expatriation • Significance of Expatriation • Meaning of Repatriation • Types of Repatriation • Main Differences Between Expatriation and Repatriation • Purpose of Repatriation • Repatriation Process (Returning Home)

	<ul style="list-style-type: none"> • Significance of Repatriation • Comparison Between Expatriation and Repatriation • Individual Reactions to Re-Entry (Repatriation) • Key Words • Exercise
9	<p>Cross Cultural Training and Development</p> <ul style="list-style-type: none"> • Introduction • Meaning • Types of cross-cultural training • Importance of Cross-Cultural Training • Elements of Cross-Cultural Training • Implementing cross-cultural training • Need for cross-cultural training in an organization • Benefits of cross-cultural training • Challenges in cross-cultural training • Cultural Awareness • Exercise
10	<p>Key Issues in International Labour Relations</p> <ul style="list-style-type: none"> • Introduction <ul style="list-style-type: none"> ○ Key issues • Objective, Concept <ul style="list-style-type: none"> ○ Objective ○ Concept • Importance • Handling of labor relations • Trade Union Tactics • Political & Social Influence <ul style="list-style-type: none"> ○ Political Influence in Labor Relations ○ Social Influence in Labor Relations • Exercise