

**Indian Institute of Technology Guwahati**  
**Proposal for a New Course/ Revision of a Course**

Course Number & Title: BM 624H & International Human Resource Management	
L-T-P-C: 4-0-0-4	
Type of Letter Grading (Regular Letter Grades / PP or NP Letter Grades): Regular Letter Grades	
Kind of Proposal (New Course / Revision of Existing Course): New Course	
Offered as (Compulsory / Elective): Elective	
Offered to: Masters of Business Administration (MBA)	
Offered in (Odd/ Even / Any): Any	
Offered by (Name of Department/ Center): School of Business	
Pre-Requisite: NIL	
<p><b>Preamble / Objectives (Optional):</b></p> <p>Course Content/ Syllabus (as a <i>single paragraph</i> if it is not containing more than one subject. Sub-topics/ Sections may be separated by commas(,). Topics may be separated by Semi-Colons(;). Chapters may be separated by Full-Stop(.). While starting with broad heading, it may be indicated with Colon symbol before the topics. For example: <i>Multi-variable Calculus: Limits of functions, Continuity, .....</i>)</p>	
<p>International Human Resource Management (IHRM): concept, difference between domestic and international human resource management, organizational structure in MNC; International staffing, role of expatriates, corporate HR functions; Recruiting and selection for international assignments, training and development; International compensation, expatriation, repatriation; Performance management at multinational level; International industrial relation; Managing people in international context; Recent trends in IHRM Policy and Practice.</p>	
<p>Books (In case UG compulsory courses, please give it as "Text books" and "Reference books". Otherwise give it as "References".</p>	
<p>Texts: (Format: Authors, <i>Book Title in Italics font</i>, Volume/Series, Edition Number, Publisher, Year.)</p>	
1.	Edwards, T., & Rees, C., <i>International human resource management: Globalization, national systems and multinational companies</i> , 1 <sup>st</sup> edition, Pearson Education, 2006.
2.	Aswathappa, K., & Dash, S., <i>International Human Resource Management</i> , 3 <sup>rd</sup> Edition, McGraw Hill Education (India), 2020.
3.	
<p>References: (Format: Authors, <i>Book Title in Italics font</i>, Volume/Series, Edition Number, Publisher, Year.)</p>	
1.	Wintersberger, D., <i>International Human Resource Management: A Case Study Approach</i> , 1 <sup>st</sup> Edition, Kogan page, 2017.

Detailed Course Content (Optional)		
It will not be included in the Courses of Study Booklet		
Sl. No.	Broad Title / Topics	Number of Lectures
1		
2		
3		
4		
5		
Total Number of Lectures =		