

ALLAMA IQBAL OPEN UNIVERSITY, ISLAMABAD
(Department of Business Administration)

**INTERNATIONAL HUMAN
RESOURCE MANAGEMENT (8711)**

CHECKLIST

SEMESTER: AUTUMN 2013

This packet comprises the following material:

1. Text Book
2. Course Outline
3. Assignment No. 1 and 2
4. Assignment Forms (2 sets)

In this packet, if you find anything missing out of the above-mentioned material, please contact at the address given below:

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WARNING

- 1. PLAGIARISM OR HIRING OF GHOST WRITER(S) FOR SOLVING THE ASSIGNMENT(S) WILL DEBAR THE STUDENT FROM AWARD OF DEGREE/CERTIFICATE, IF FOUND AT ANY STAGE.**
- 2. SUBMITTING ASSIGNMENTS BORROWED OR STOLEN FROM OTHER(S) AS ONE'S OWN WILL BE PENALIZED AS DEFINED IN "AIOU PLAGIARISM POLICY".**

Course: International Human Resource Management (8711) **Semester:** Autumn, 2013
Level: MS (Management Sciences) **Total Marks:** 100

Pass Marks: 50

GUIDELINES FOR ASSIGNMENT No. 1 & 2:

You should look upon the assignments as a test of knowledge, management skills, and communication skills. When you write an assignment answer, you are indicating your knowledge to the teacher:

- Your level of understanding of the subject;
- How clearly you think?
- How well you can reflect on your knowledge & experience?
- How well you can use your knowledge in solving problems, explaining situations, and describing organizations and management?
- How professional you are, and how much care and attention you give to what you do?

To answer a question effectively, address the question directly, bring important related issues into the discussion, refer to sources, and indicate how principles from the course materials apply. You must also be able to identify important problems and implications arising from the answer.

For citing references, writing bibliographies, and formatting the assignment, APA format should be followed.

ASSIGNMENT No. 1

(Units: 1–5)

- Q. 1 Discuss in detail with suitable examples, strategic international human resource management. **(20)**
- Q. 2 Differentiate between cultural convergence and cultural divergence with suitable examples. **(20)**
- Q. 3 How would you define a global learning organization? Also discuss the importance of choice of method for entry into international business. **(20)**
- Q. 4 Discuss the international framework of ethics with suitable examples. **(20)**
- Q. 5 What is meant by global talent management? Discuss the issues in staffing an international enterprise with examples. **(20)**

ASSIGNMENT No. 2

(Units: 6–9)

Total Marks: 100

Pass Marks: 50

- Q. 1 Discuss virtual teams. How virtual teams are different from other types of teams? **(20)**
- Q. 2 Differentiate between performance appraisal and performance management. Also explain that how a company would manage performance of its global workforce? **(20)**
- Q. 3 What are the different considerations in training and development of global workforce? **(20)**
- Q. 4 Describe the differences between compensation and benefits for international assignees and for local workforce of a company. **(20)**
- Q. 5 Discuss global human resource management information system with a practical example of any organization. **(20)**

Detailed Course Outline

Unit No. 1 Globalization of Human Resource Management

- 1.1 Increasing Pace of Globalization
- 1.2 Internationalization of Business
- 1.3 Strategic International Human Resource Management
- 1.4 The Evolving International Human Resource Function
- 1.5 Internationalization of Business in Pakistan

Unit No. 2 Creating International Organization

- 2.1 Global Organizational Structure
- 2.2 Choice of Method for Entry into International Business
- 2.3 Organizational Structure and Design
- 2.4 International Human Resource Management and Global Organization Design
- 2.5 Research on the Structure and Performance of Multinational Enterprise
- 2.6 Global Learning Organization

Unit No. 3 International Human Resource Management and Culture

- 3.1 Meaning of Culture
- 3.2 Nature and Importance of Culture
- 3.3 Company Culture vs. Country Culture
- 3.4 Cultural Convergence and Divergence
- 3.5 Research in International Human Resource Management
- 3.6 Impact of Culture on International Human Resource Management

Unit No. 4 Global Employment Law, Industrial Relations and International Ethic

- 4.1 Institutional Concept of International Business
- 4.2 Global, Legal and Regulatory Context of Multinational Enterprise
- 4.3 International Labor Relations
- 4.4 International Framework of Ethics

- Unit No. 5 Global Talent Management and Staffing**
- 5.1 Global Workforce Planning and Forecasting
 - 5.2 Staffing Multinational Enterprise
 - 5.3 Staffing with International Assignees
 - 5.4 Host Country National
 - 5.5 Third Country Nationals
 - 5.6 Immigration Law
- Unit No. 6 Training and Development of Management in Multinational Enterprise**
- 6.1 Training in Multinational Enterprise
 - 6.2 Virtual and Global Teams
 - 6.3 Global Leadership Development
 - 6.4 Development of Global Mind-Set
 - 6.5 Cross-cultural preparation for International Assignees
 - 6.6 Knowledge Management in a Multinational Enterprise
 - 6.7 Issues Related to Global Training and Development in Pakistan
- Unit No. 7 Global Compensation Benefits and Taxes**
- 7.1 Global Remuneration in Multinational Enterprise with Reference to Pakistan
 - 7.2 Compensation and Benefits for International Assignees
 - 7.3 Global Compensation and Benefits Management in International Enterprise
- Unit No. 8 International Employee Performance**
- 8.1 Concept of Performance Management
 - 8.2 Performance Management in the Multinational Enterprise
 - 8.3 Performance Management of International Assignees
 - 8.4 Concept of Performance Management in Pakistan
- Unit No. 9 Well-Being of Global Work Force, Global Human Resource Information Systems and the Structure of Today's International HRM**
- 9.1 Well-Being of Global Workforce
 - 9.2 Structure of Global Human Resources
 - 9.3 Global Human Resource Support Services and Information Systems in Relation to Pakistan.

Recommended Books:

Briscoe, D. R., Schuler, R. S., & Claus, L. (2009). *International Human Resource Management* (3rd ed.). Canada: Routledge.

Harzing, A. W., & Ruysseveldt, J. V. (2004). *International Human Resource Management*, (2nd ed.). Sage Publications.

