

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

**INTERNATIONAL HUMAN  
RESOURCE MANAGEMENT (8711)**

**CHECKLIST**

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:

**Deputy Registrar**  
**Mailing Section, Block-28**  
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**H-8, ISLAMABAD**

**Ms. Beenish Ehsan**  
Course Coordinator



## **ASSIGNMENT No. 1**

**(Units: 1–5)**

- Q. 1 Discuss how globalization of business has changed the nature of human resource management? **(20)**
- Q. 2 Explain how varying approaches to international business affect the nature and design of multinational firm and the role IHRM plays in those design designs? **(20)**
- Q. 3 Describe how culture influences in particular international human resource policies and practices? **(20)**
- Q. 4 What are the different issues related to international labor relations? **(20)**
- Q. 5 Discuss the global workforce planning and forecasting, by giving examples from telecom sector of Pakistan. **(20)**

## **ASSIGNMENT No. 2**

**(Units: 6–9)**

**Total Marks: 100**

**Pass Marks: 50**

- Q. 1 Discuss the different issues related to Global Human Resource Support Services and Information Systems. **(20)**
- Q. 2 Discuss the concept of performance management with respect to global workforce. **(20)**
- Q. 3 What are the different issues related to global training and development of employees? **(20)**
- Q. 4 Describe the complex area of compensation, benefits and taxes for both international assignees as well as for local workforces. **(20)**
- Q. 5 Describe the methods of management and leadership development in multinational enterprises. **(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* (3<sup>rd</sup> ed.). Canada: Routledge.

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

Edwards. (2007). *International Human Resource Management*, Delhi: Dowling Kindersley.