

BBA III/IV Year	BBA-E130		Semester-V/VI/VII/VIII		
	Cross Culture HRM				
Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Term Examination(ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
3 Hrs.	30(20+10)	70	100	04	40

	Course Outcomes:	Mapped Program Outcomes
CO.1	To understand the concepts and techniques of the essential elements of cross cultural HRM.	PO.1, PO.2 PO.3 PO.7
CO.2	To enable the students to recognise cross cultural HRM critical issues	PO.1 PO.2 PO.3 PO.4 PO.5 PO.7 PO.8
CO.3	The course aims to understand HRM concerns related to diversity in the cross-cultural scenario.	PO.1 PO.2
CO.4	To understand the concept of performance appraisal in cross cultural HRM settings	PO.1 PO.2 PO.3 PO.7
CO.5	To get a better understanding of issues such as Repatriation and industrial relations in an International context.	PO.1 PO.2 PO.3 PO.7

- Introduction to concepts of culture and nationality, Impact of culture on international business environment, Hofstede's approach, advantages and disadvantages PCN, TCN, HCN, Expatriate adjustment process, Impact of cultural issues on flexibility and work life balance. Recruitment and Selection, Approaches to multinational staffing. **(8 Hours)**
- Managing diversity: diversity and organisational culture, Approaches to managing diversity, Diversity management programme. Training: cross cultural training, Cultural assimilators, Diversity training. Cross cultural team building **(8 Hours)**
- Performance appraisal: Criteria for performance appraisal, Variables that influence expatriate performance appraisal. Compensation: Objectives of expatriate compensation plan .Approaches to expatriate compensation: Going rate approach, Balance sheet approach .Cultural impact on compensation policy **(8 Hours)**
- Repatriation: Process, Causes of expatriate failure, Problems of repatriation. Cross border Mergers and Acquisitions: HRM perspective **(8 Hours)**
- International industrial relations: Labour unions and MNC, Employee relations in MNC,Response of labour unions to MNC. **(8 Hours)**

#### SUGGESTED READINGS:

1. Terence Jackson (2022). *International HRM: A Cross-Cultural Approach*. Sage Publications.
2. Dowling, P.J & Engle Sr., A.D. (2013). *International HRM*, London: Thomson Learning.
3. Thomas, D. C.(2014).*Cross cultural Management essential concepts*, New Delhi: Sage Publication.
4. Schuler.R.S, Briscoe.D.R and Claus.(2009). *International Human Resource Management*. New York: Routledge.

**NOTE:** The list of cases, specific references and books including recent articles will be announced in the class by concerned teachers from time to time.

