

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

**INTERNATIONAL HUMAN RESOURCE MANAGEMENT (8541)**

**SEMESTER: SPRING, 2014**

**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**

Allama Iqbal Open University  
H-8, ISLAMABAD

**Ms. Beenish Ehsan**  
Course Coordinator

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

**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 (8541)      **Semester:** Spring 2014  
**Level:** MBA

**GUIDELINES FOR ASSIGNMENT No. 1 & 2:**

The student 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. The student 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)**

**Total Marks: 100**

**Pass Marks: 50**

- Q. 1 What is meant by strategic international human resource management. (20)
- Q. 2 Discuss in detail the concept of global learning organization 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 Describe the impact of culture on international human resource management with suitable examples. (20)
- Q. 5 Discuss global workforce planning and forecasting with a practical example of any organization. (20)

## **ASSIGNMENT No. 2**

(Units: 6–9

**Total Marks: 100**

**Pass Marks: 50**

- Q. 1 Define global teams. Also discuss different issues related to global training and development in Pakistan. (20)
- Q. 2 Discuss performance management in relation to international assignees of an organization with suitable examples. (20)
- Q. 3 What are the important considerations in compensation and benefits of global workforce of an organization? (20)
- Q. 4 Describe the importance of cross-cultural preparation for international assignees. (20)
- Q. 5 Discuss global Human Resource Support Services and Information Systems in relation to the organization working in Pakistan. (20)
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## **International Human Resource Management (8541)**

### **Detailed Course Outline**

#### **Unit–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 Evolving International Human Resource Function

#### **Unit–2 Creating the 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–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-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-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
- Unit-6 Training and Development of Management in Multinational Enterprise**
  - 6.1 Training in Multinational Enterprise
  - 6.2 Issues Related to Global Training and Development
  - 6.3 Virtual and Global Teams
  - 6.4 Global Leadership Development
  - 6.5 Development of Global Mind-Set
  - 6.6 Cross-Cultural Preparation for International Assignees
- Unit-7 Global Compensation Benefits and Taxes**
  - 7.1 Global Remuneration in Multinational Enterprise
  - 7.2 Compensation and Benefits for International Assignees
  - 7.3 Global Compensation and Benefits Management in International Enterprise
- Unit-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
- Unit-9 Evolving Structure of Global HRM**
  - 9.1 Well-Being of Global Workforce
  - 9.2 Global Human Resource Support Services and Information Systems
  - 9.3 Structure of Global Human Resources

**Recommended Book:**

Briscoe, D. R., Schuler, R. S., & Claus, L. (2009). *International Human Resource Management* (3<sup>rd</sup> Ed.). Canada: Routledge.

**Additional Books:**

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.