

Table of Contents

Week	Core Module Topic	Key Focus Areas
Week 1	Introduction to IHRM	Scope of IHRM, Domestic vs. IHRM vs. Comparative HRM, Best Practice vs. Best Fit
Week 2	Cultural Frameworks & Dynamics	Hofstede, GLOBE, Iceberg Model, avoiding stereotyping, psychological contracts
Week 3	Global Labor Governance & CSR	ILO core standards, UN Global Compact, SDGs, supply chain labor ethics
Week 4	Legal Systems & Jurisdiction	Common vs. Civil vs. Religious law, extra-territorial application of labor laws
Week 5	Strategic IHRM & Alignment	Porter's Value Chain, generic business strategies, global alignment models
Week 6	International Structural Orientations	Perlmutter's EPRG framework (Ethnocentric, Polycentric, Regiocentric, Geocentric)
Week 7	International Workforce Planning	Staffing strategies, Parent Country (PCN), Host Country (HCN), & Third Country Nationals (TCN)

Week 8	International Recruitment & Selection	Expatriate selection criteria, Self-Initiated Expatriates (SIEs), non-standard assignments
Week 9	International Training & Development	Cross-cultural preparation, pre-departure training, global leadership development
Week 10	International Performance Management	Evaluating international assignees, cross-cultural performance appraisal challenges
Week 11	Global Compensation & Benefits	International reward strategies, balance sheet approach, tax equalization
Week 12	Repatriation, Employee Relations & Future Directions	Re-entry challenges, global industrial relations, emerging trends in IHRM

Week - 1:

What Do We Mean by HR and HRM?

Human Resources (HR) refers to the people who make up the workforce of an organization, but importantly, it also emphasizes that these individuals are **resources or assets**, not merely costs to the business. This perspective highlights the value employees bring to achieving organizational goals. Human Resource Management (HRM), on the other hand, is defined as the **strategic process of employing, training, compensating, and retaining people** within an organization. It also encompasses the formulation of policies related to people management. According to LibreTexts (2023, 1.2), HRM involves not just the day-to-day tasks of hiring and managing staff, but also the development of **long-term strategies** that aim to maintain a productive and engaged workforce. Thus, HRM acts as a comprehensive function that integrates both administrative and strategic responsibilities in managing the organization's most valuable resource - its people.

2. What Activities Are Entailed in HRM?

Human Resource Management consists of a broad spectrum of interrelated activities that collectively support the functioning and development of the workforce. Firstly, **staffing**, which includes recruitment and selection, is a core HRM activity - it ensures the right people are brought into the organization to meet current and future needs. HRM also involves the **development of workplace policies**, which serve as frameworks for employee behavior, expectations, and organizational culture. **Compensation and benefits** refer to the design and management of fair pay structures and non-monetary rewards that motivate and sustain performance. Another key area is **employee retention**, which involves strategies to reduce turnover and increase job satisfaction. **Training and development** activities are aimed at enhancing employee skills and preparing them for future roles, contributing to both individual and organizational growth.

In addition, HRM must ensure compliance with a wide range of **employment laws**, which safeguard both employer and employee rights and responsibilities. **Worker protection** includes not only physical safety but also psychological well-being and privacy in the workplace. HRM is also responsible for **effective communication**, which facilitates the flow of information, aligns organizational goals, and enhances engagement. Finally, HR professionals must stay abreast of **external factors** such as labor market trends, technological advancements, and economic changes, as these can significantly impact workforce planning and HR strategies. Together, these activities illustrate the multifaceted and strategic nature of HRM in today's dynamic organizational environments.