

Global HRM

Overview

This course focuses on some of the important grand challenges in human resource management. It is based on the core concepts, research, practice, and policy in the international context, and engages learners in exploring the application of these to the major HR issues being faced by the organizations and the employees in India. It is consciously designed with a technological and global outlook since this orientation in many ways highlights the significant emerging trends in human resource management. The course is intended to provide the students with a pragmatic approach that will guide the formulation and implementation of human resource strategies that are sensitive to the issues of inclusion, diversity and equity. This course seeks to enable students to develop, and/or fine tune issue framing, critical analysis, problem solving, decision making, and communication skills in organizational and personal situations.

The course is organized around application of the key concepts of HR to various grand challenges associated with human resources management. These grand challenges are scanned from various news media reports, appearing in India or internationally. Thus, this course will also help you develop a deeper understanding of the complex issues underlying these media reports, and help you become an informed consumer of the news media and contributor to the public debate, policy design, and practice development to address these grand challenges. In this way, the course contributes to your growth of becoming an effective national and global citizen, and a corporate leader and social entrepreneur. The pedagogy deployed in this course is based on problem-based learning, which seeks to immerse learners in understanding complex issues and in designing rich grounded alternatives. The purpose of this pedagogy is to make learning more meaningful and fun, and readily applicable to every day issues faced in the community context of the learner.

Course Objectives:

- Gain knowledge of human resource frameworks and vocabulary that enable the framing of critical issues, opportunities, and priorities in real situations
- Refine the ability to synthesize complex data, develop positions, and negotiate ideas that drive future actions in diverse contexts
- Bridge the gap between theory and practice by developing an understanding of why, when, and how to apply relevant concepts and techniques

The Faculty



Prof. Vipin Gupta (PhD, Wharton School) is Associate Dean at College of Business and Public Administration, California State University, San Bernardino, California, USA. Currently he has been an American Council of Education Fellow (2015-16) at Arizona State University, USA. He is an expert in international management, strategy in a global context and also teaches study abroad business in China, India, Middle East and Europe courses at College of Business and Public Administration at California State University, San Bernardino. He has been recently awarded with prestigious American Council of Education Fellowship by USA government. He is renowned for his contributions to the science of culture, sustainable strategic management in the emerging markets, managing organizational and technological transformations, and entrepreneurial, global and women’s leadership

Modules	Global HRM : Aug 29, 2016- - Sep 9, 2016
You Should Attend If...	<ul style="list-style-type: none"> ▪ You are a Management graduate / engineer/ professional who is running his own business and is interested in understanding the cultural and related behavioral variables in the Human Resource Management ▪ You are working in a company/Industry and interested in knowing & implementing global HR practices in your organization. ▪ You are a student or faculty from academic institution interested in learning teaching & research practices related to Global HRM.
Fees	<p>The participation fees for taking the course is as follows:</p> <ul style="list-style-type: none"> • Participants from abroad : US \$500 • Participants from Industry/ self-employed/ professional: Rs. 5,000 • Participants from Academic/ Research Institutions other than CURAJ: Rs. 2000 • Participants from CURAJ : Free <p>The above fee includes all instructional materials & free Accommodation on twin sharing basis at University Campus. Food will be provided to the participants on payment basis.</p>

Course Co-ordinator

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<http://www.gjan.iitkgp.ac.in/ccourses/approvecourses3>