

## **International Training Programme on Global Human Resource Management (duration 6 weeks)**

**Aim:** To help participants acquire a global perspective and create cultural awareness and appreciation of global differences.

### **Objectives:**

- Providing understanding of global business environment
- Acquainting with work conditions, remuneration and compensation
- Appreciation of Global Cultural Differences
- Improving Cross- cultural Communication
- Coping with Global Change
- Sensitizing about the Complex Human Resource Issues which exist in the Global business environment.

### **Contents:**

- Introduction & evolution of HRM
- Difference between global and domestic HRM
- Strategic HR issues in global assignments
- HRIS : Innovation tool for HRM
- Learning and developmental issues related to HRM
- Job analysis in global World
- Recruitment & selection : challenges for global HRM
- Employee development
- Training & development
- Career planning : challenges in global scenario
- Appraising and improving performance
- Managing global compensation, benefits and taxes
- Conflict management
- Global ethics and labour standards
- Cross cultural management
- Communication in cross cultural environment
- Motivation in cross cultural environment
- Global Knowledge management