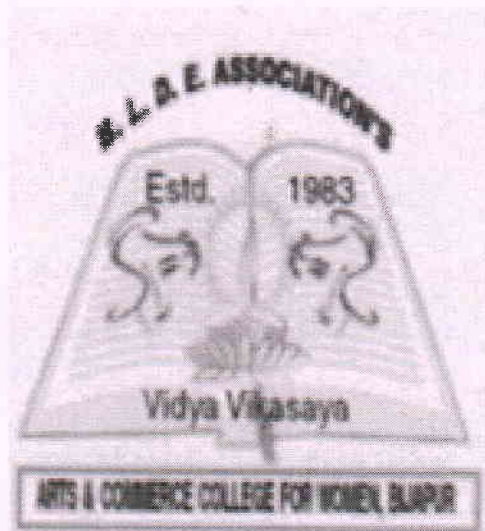


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Smt. Bangaramma Sajjan Arts & Commerce College for
Women, Vijayapur

(Accredited at the "A" level by NAAC)

M.Com Programme



Report On Special Lecture

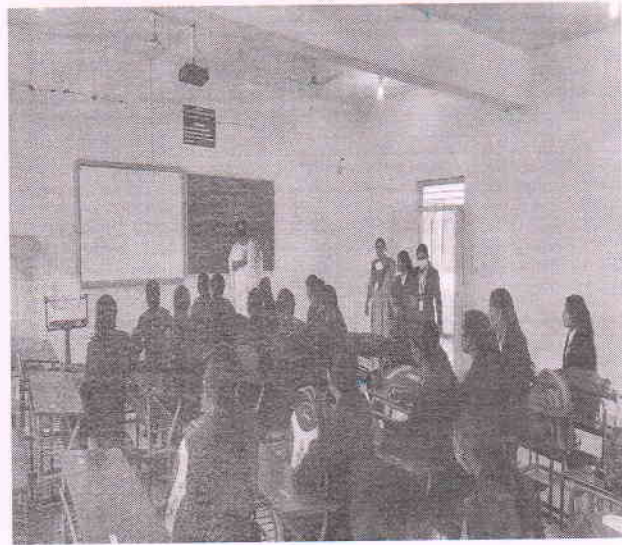
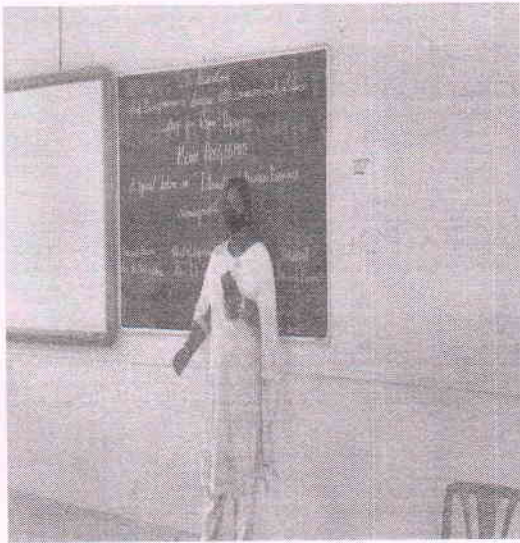
**INTERNATIONAL HUMAN
RESOURCE MANAGEMENT**

29TH September, 2020

For

M.Com 4h Semester Students

Report On Special Lecture on “ International Human Resource Management” held on 29th September 2020,



A talk on **International Human Resource Management** was organized for the students of M.Com on 29th September, 2020 in the seminar hall from 02:00 to 04:00pm. The resource person for the session was Dr. Anitha Nataraj Associate Professor, Dept of Management, Karnataka State Akkamahadevi Women's University, Vijayapur.


Dr. J.R. Kotnal has introduced the guest speaker. The Head of Department of M.Com Programme. She discussed typical HRM functions such as recruitment, selection, training and development, performance appraisal and dismissal done at the international level and additional exercises such as global skills management, expatriate management and so on.


In short, IHRM is concerned with handling the human resources at Multinational Companies (MNCs) and it includes managing three types of employees –

- **Home country employees** – Employees residing in the home country of the company where the corporate head quarter is situated, for example, an Indian working in India for some company whose headquarters are in India itself.
- **Host country employees** – Employees residing in the nation in which the subsidiary is located, for example, an Indian working as an NRI in some foreign country.
- **Third country employees** – These are the employees who are not from home country or host country but are employed at the additional or corporate headquarters.

She also explained about IHRM vs. HRM

- Domestic HRM takes place at the national level, that is, within a country and IHRM takes place at the international level, that is, in between two or more than two countries.
- Domestic HRM is bothered about managing employees belonging to one nation and IHRM is bothered about managing employees belonging the home country and host country as well as third country employees.
- Domestic HRM is concerned with managing limited number of HRM activities at the national level and IHRM is concerned with managing additional activities such as expatriate management.
- Domestic HRM is less complicated due to less imprint from the external environment. IHRM is comparatively more complicated, as it is deeply affected by the external factors such as cultural distance and institutional factors.


Head of the Department
M.Com. Programme
BLDE Association's
Smt. Bangaramma Sajjan Arts &
Commerce College for Women,
VIJAYAPUR-586101.


Principal,
M.Com. Programme
BLDE Association's
Smt. Bangaramma Sajjan Arts &
Commerce College for Women,
VIJAYAPUR-586101.

 B.L.D.E. Association's

Smt. Bangaramma Sajjan, Arts and Commerce college for women, Vijayapur – 586101

M.Com Programme

❖ Re-Accredited at the "A" Grade with CGPA 3.10 by NAAC

Affiliated to Akkamahadevi Women's University, Vijayapur

Email: bldeaaccwb@rediffmail.com

website: www.bldeasbswc.ac.in

Ph: 08352-253324

Ref No.

Date:29/09/2020

To,

Dr.Anitha.Natkar
Associate Professor,
Dept of Management,
Karnataka State Akkamahadevi Women's University,
Vijayapur.


Respected Madam,


Sub: invitation to Special Lecture as a **Speaker** reg....

On behalf of BLDEA's SBS Arts, Commerce & Science College for Women M.Com Programme. I am very pleased to have the honor of inviting you to our college Special Lecture. We would like to speak on " **International Human Resource Management**". We have arranged the Lecture on **29th Sept 2020 at 03:00 to 04:00pm.**

Kindly accept our invitation and enlighten our students.

Thanking You


Head of the Department
M.Com. Programme
BLDE Association's
Smt. Bangaramma Sajjan Arts &
Commerce College for Women,
VIJAYAPUR-586101.


Sincerely
Principal,
M.Com. Programme
BLDE Association's
Smt. Bangaramma Sajjan Arts &
Commerce College for Women,
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Ref No.

Date:29/09/2020

To,

Dr.Anitha.Natkar
Associate Professor,
Dept of Management,
Karnataka State Akkamahadevi Women's University,
Vijayapur.


Subject: Letter of Appreciation.


Dear Madam,

It was an immense pleasure for us, that you joined our Special lecture and bestowed us by being speaker. Your precious time was of great importance for us. Your involvement and interest towards our institute is a great support for us.

It was nice to host you in our special lecture, and your kind words worth's a lot to us. Students like you are a sort of encouragement for students. Your step would serve As an initiative and we want to express our deepest gratitude towards you.

We wish to continue a good relation in future.


Head of the Department
M.Com. Programme
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Smt. Bangaramma Sajjan Arts &
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Event. *Special Lecture on International Human Resource Management*

Day. *Tuesday*

Date. *29/09/2020*

Time. *03:00 to 04:00 pm*

S.No	Name of the Participants	Roll No.	Class	Sign
1.	Ms.Aishwarya.Masali	MC182201	M.Com4th sem	<i>Aishwarya</i>
2.	Ms.Aishwarya.Unki	MC182202	M.Com4th sem	<i>Aishwarya</i>
3.	Ms.Ambika.Halli	MC182203	M.Com4th sem	<i>Ambika</i>
4.	Ms.Anupama.Biradar	MC182204	M.Com4th sem	<i>Anupama</i>
5.	Ms.Asha.Tikoti	MC182205	M.Com4th sem	<i>Ashat</i>
6.	Ms.Ashwini.Satalgoan	MC182206	M.Com4th sem	<i>Ashwini</i>
7.	Ms.Bhagamma.Aravatti	MC182207	M.Com4th sem	<i>Bhagamma</i>
8.	Ms.Geeta.Badami	MC182208	M.Com4th sem	<i>Geeta</i>
9.	Ms.Geeta.Nagaral	MC182209	M.Com4th sem	<i>Geeta</i>
10.	Ms.Iravva.M.B	MC182210	M.Com4th sem	<i>I. M. Bangigol</i>
11.	Ms.Lakshmi.V.Jambagi	MC182213	M.Com4th sem	<i>Lakshmi</i>
12.	Ms. Madiwallam.N.P	MC182214	M.Com4th sem	<i>M. N. Patil</i>
13.	Ms. Megha.s.Bisnal	MC182215	M.Com4th sem	<i>Megha</i>
14.	Ms. Pavitra.S.M	MC182216	M.Com4th sem	<i>P. S. Medgar</i>
15.	Ms. Prabhavati.M.M	MC182218	M.Com4th sem	<i>P. M. Malpatil</i>
16.	Ms. Pratibha.Y.H	MC182219	M.Com4th sem	<i>P. Y. H.</i>
17.	Ms. Rekha.M.U	MC182221	M.Com4th sem	<i>R. M. Uppinmalki</i>
18.	Ms.Rohini.Motagi	MC182222	M.Com4th sem	<i>R. H. Motagi</i>
19.	Ms.Sarita.Bajantri	MC182223	M.Com4th sem	<i>Sarita</i>
20.	Ms. Shankrabai.S.M	MC182224	M.Com4th sem	<i>S. S. Mudgal</i>
21.	Ms.Shilpa.Patil	MC182225	M.Com4th sem	<i>Shilpa</i>
22.	Ms. Shobha .	MC182226	M.Com4th sem	<i>Shobha</i>
23.	Ms.Shruti.Hugar	MC182227	M.Com4th sem	<i>Shruti</i>
24.	Ms. Sudharani.S.K	MC182228	M.Com4th sem	<i>Sudharani</i>
25.	Ms.Vidyashri.Masali	MC182230	M.Com4th sem	<i>Vidyashri</i>
26.	Dr.J.R.Kotnal			<i>J. R. Kotnal</i>
27.	Smt.A.M.Tuppad			<i>A. M. Tuppad</i>
28.	Smt.S.A.Patil			<i>S. A. Patil</i>
29.	Miss.Soumya.S.Kosti			<i>Soumya</i>
30.				

PRINCIPAL

BLDEA's S.B.S. Arts and Commerce
College for Women. VIJAYAPURA