**HUMAN RESOURCE MANAGEMENT IN MULTINATIONAL RETAIL ENTERPRISES**

Segment 5 – Core IHRM Practice in the MNRE (Part 2): Performance Management, Recognition and Rewards, Legal and Government Constraints, Business Ethics

**MODULE OBJECTIVES**

1. Define dimensions of performance management: standards, appraisal, feedback, etc.
2. Review of approaches to integration of corporate processes and host country practice standards
3. Compensation strategy: challenges of creating equity, incentives, integration with host country benefits approaches, with specific emphasis on China
4. Review of historical and cultural evolution of labor practice in China, with implications for HR management practice
5. Challenges of reconciling parent company values and ethics with varying host-country practices and culture

**READINGS AND PREPARATION (SAMPLE)**


**PERIPHERALS (UNDER DEVELOPMENT)**

- Case study dealing with ethical and legal issues related to customary payoffs and “bribery”, with specific application to China; to be taught for whole class
- Video segments from international retailers based in US, and international compensation consultants
- PowerPoint slides to support presentation