



DEPARTMENT OF PSYCHOLOGY

Report Submission: 06/05/2026

Semester: ODD	Academic Year: 2025–26	Venue: Room no. 003, AIGS block 1
Date: 01/05/2026	Time: 11.00AM - 12.30PM	Duration: 1.5 hours

TYPE OF EVENT: GUEST TALK

EVENT NAME: International HRM

Target Audience: 6th sem BA HRM students	Number of Participants: 37
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Objectives:

1. To understand the concept of IHRM
2. To gain knowledge of the global practices
3. To learn application IHRM

Program Introduction:

The Department of Psychology organized a Guest Talk on "International HRM" on 1st May 2026. Dr. M. Sankar., Professor, Department of Management, AIGS, Bangalore, was invited as the Resource Person for the event. The entire event was coordinated by Neha Niharika, Assistant Professor and was attended by UG 6th Sem HRM students.

The guest talk was facilitated by the esteemed resource person Dr. M. Sankar, Professor of Management, Acharya Institute of Graduate Studies with over 13 years of teaching and research experience in management. He has been bestowed with 3 filed patents, 1 registered copyright, 2 published books and over 22 journal publications.

Theme of the Event:

International HRM was an academically enriching event that centered on equipping students with a comprehensive understanding of managing human resources in a globalized environment. It emphasized the integration of core IHRM concepts with diverse international practices, highlighting how organizations adapt HR strategies across cultural, legal, and economic contexts. The theme also underscored the importance of developing practical skills to apply IHRM principles in real-world scenarios, enabling students to navigate cross-border challenges, foster inclusive workplaces, and contribute effectively to global organizational success.



Detailed Report:

The Department of Psychology, Acharya Institute of Graduate Studies (AIGS), Bengaluru, successfully organized a guest talk on “International HRM” on 1st May 2026, from 11:00 am to 12:30 pm, at the AIGS room no 003. The guest talk was coordinated by Neha Niharika, Assistant Professor, Department of Psychology, AIGS. The programme was conducted with the objective of understanding international concepts among graduate HRM students.

The event began with a brief introduction by the students, who welcomed the participants and outlined the objectives of the session.

The guest talk was facilitated by the esteemed resource person Dr. M. Sankar, Professor of Management, Acharya Institute of Graduate Studies with over 13 years of teaching and research experience in management. Dr. Sankar brought rich academic insights and practical perspectives to the sessions, making the guest talk highly engaging and intellectually stimulating.

The programme was structured in a session of 90 minutes, The theme of the event focused on developing a comprehensive understanding of managing human resources in a globalized environment. It emphasized the integration of core IHRM concepts with international practices, highlighting how organizations adapt HR strategies across cultural, legal, and economic contexts. The session also stressed the importance of practical skill development, enabling students to address cross-border challenges, promote inclusivity, and contribute effectively to global organizational success.

The session achieved its intended outcomes by helping students explain key concepts and components of IHRM, analyze and compare global HR practices, and apply IHRM principles to real-world organizational scenarios. The resource person enriched the session with examples from multinational organizations, making the concepts more relatable and application-oriented.

A total of **37** undergraduate students participated in the guest talk. The feedback received from participants indicated a high level of satisfaction regarding the content, delivery, and relevance of the guest talk. Participants reported improved understanding of IHRM, HR policies and functioning, and greater preparedness for academic and real industry work.

In conclusion, the guest talk provided valuable insights into global HR functions and the strategic importance of managing a multicultural workforce. It successfully bridged theoretical knowledge



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with practical application, enhancing students' global perspective and analytical abilities. Overall, the session prepared students to navigate the complexities of international HR practices and contribute effectively in a global business environment

The programme aligns with NAAC Criterion 2, emphasizing effective teaching–learning processes, research orientation, and student engagement. The Department of Psychology extends its sincere gratitude to the resource person, organizing committee, and institutional support staff for the successful conduct of the guest talk.

PHOTOS:



Session by Dr. M Sankar, AIGS, Bangalore



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Session by Dr. M Sankar, AIGS, Bangalore



Activity from the IHRM Session by Dr. M Sankar, AIGS, Bangalore



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Session by Dr. M Sankar, AIGS, Bangalore



Group photo of the IHRM Session by Dr. M Sankar, AIGS, Bangalore

Outcomes:

- Explain the concept and key components of International Human Resource Management (IHRM).
- Analyze global HR practices and compare them across different international contexts.
- Apply IHRM principles and strategies to real-world organizational scenarios.

Conclusion:

The guest talk on International Human Resource Management (IHRM) provided students with a clear understanding of how HR functions operate in a global context. It highlighted key concepts, exposed learners to diverse international HR practices, and emphasized the strategic role of HR in managing a multicultural workforce. The session also bridged theory with practice by illustrating how IHRM



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principles are applied in real organizational settings. Overall, the talk enhanced students' global perspective, strengthened their analytical thinking, and prepared them to effectively contribute to HR functions in an increasingly interconnected business environment.

Audience Feedback Summary:

