

Name of the Subject: STRATEGIC HUMAN RESOURCE MANAGEMENT
Course Code and Subject Code: HS 432, SHRM
Course Credit: FULL (50 SESSIONS OF 60 MINUTES EACH)

Course Description:

This course presents a thorough and systematic coverage of issues related to strategic human resource management, this course is basically for the students who are specializing in the field of Human resource management. This course will help the students to think strategically and integrate the activities of HR with the organizations goals.

Evaluation Pattern:

Class participation and Attendance 10%
 Quizzes, presentation and Assignments 20%
 Mid Term Examination 30%
 End Term (University) Examination 40%

Pedagogy:

- Lectures
- Case Study
- Minor Projects

Sessions	Course Content	Percentile Weightage
1 - 10	<p>An Investment Perspective of Human Resource Management : Adopting an Investment Perspective, Valuation of Assets, Understanding and measuring Human capital, Factors influencing how “Investment Oriented” an organizational Is.</p> <p>Challenges in strategic Human Resource Management: Impact of technology, HR issues and challenges related to technology, Ethical Behavior, Workforce Demographic changes and diversity</p>	20%

11 - 20	<p>Strategic Management: Models of strategy, the process of Strategic management, A Strategic approach to manpower acquisition – recruitment and selection, Strategic development of human resources, Analysis of environment, Organizational Self- Assessment, Establishing Goals and objectives, importance of strategic planning for business success, Setting strategy- Corporate Strategies, Business unit Strategies, An introduction to market driven strategy, Resource driven strategy.</p> <p>The Evolving/ Strategic Role Of Human Resource Management: Strategic HR versus Traditional HR, Barriers to Strategic HR, Strategic approach to management structure, job design.</p>	20%
21 – 30	<p>Human Resource Planning: Objectives of Human resource planning, Types of planning: Aggregate planning, Succession Planning.</p> <p>Design and Resign of Work Systems : Design of work systems, Job rotation, Redesign of work systems, Strategic work redesign in Action, Mergers and Acquisitions, Understanding change, Managing Change.</p>	20%
31 - 40	<p>Employment Law : Scope of laws, Federal Antidiscrimination Laws, Racial Discrimination, Employees with disabilities, Enforcement of federal Laws under EEOC, Executive Orders, Affirmative Action, Sexual Harassment.</p>	20%
41 - 50	<p>Staffing : Recruiting, Temporary versus Permanent Employees, Internal versus External Recruiting, when and how extensively to recruit, method's of Recruiting, selection, Interviewing, Testing, Diversity.</p> <p>Training and development: Benefits, Planning and strategizing training, Need Assessment, Objectives, Design and delivery, evaluation.</p>	20%

Text Book:

1. Strategic HRM, Jaffrey A Mello, Cengage Learning

Reference Books:

1. Strategic Human Resource management, Das Pulak, Cengage Learning
2. Strategic Human resource management, Charles R. Greer, Pearson