

Course Title: Strategic Human Resource Management
Course Code: 15MB62H5

SEM IV/Year II

L-T-P : 3-0-0

Credits : 3

COURSE OBJECTIVES

- a. The objective of the course is to develop a theoretical and practical understanding of the role of HR professionals as a strategic partner in organizations.
- b. The course is designed to provide linkages of Business Strategy to HR Strategies – Policies & Systems.
- c. Provides insights on how to develop and formulate strategies and programs to introduce and sustain competitive HR advantage in organizations
- d. Focuses on the best practices, tools and models to implement an effective HRM system.

COURSE OUTCOMES

Upon completion of this course, the student will be able to

1. integrate HR with the business strategy
2. Develop competency to enhance employee development
3. Gain rational ability to manage performance strategically
4. Develop competency to implement global HR practices

SYLLABUS:

Introduction to Strategic HRM – An Investment Perspective of Human Resource Management, Introduction to business and corporate strategies - Integrating HR strategies with business strategies— Human Resource Environment, Technology and structure – Management Trends- Demographic trends – Trends in the utilization of human resources. **Integrating Strategy and Human Resource Planning** - The strategic role of Human Resource Planning, Selecting forecasting techniques, forecasting the supply of human resources, forecasting the demand for human resources, workforce utilization and employment practices. **Strategy for Employee Development** – Planning and strategizing training- Integrating training with performance management systems and compensation- Developing management training and development for competitive advantage-The strategic training of employees model. **Performance Management** – Strategically oriented performance measurement systems, strategically oriented compensation systems – High performance practices, Human resource evaluation – Strategic choices in performance management systems. **Employee separation** – Reductions in workforce- Lay off, Downsizing, -Strategies for responsible restructuring, Strategic management of turnover and retention, Retirement, Global HRM – Strategic HR Issues in global assignments.

RECOMMENDED TEXT BOOK

Charles R. Greer, Strategic HRM, Pearson education Asia, New Delhi, 2007.

REFERENCE BOOKS

1. Michael Armstrong, Strategic HRM, Kogan page, London
2. John Storey, Patrick M. Wright and Dave Ulrich, “The Routledge Companion to Strategic Human Resource Management”, 2009, Routledge
3. Jeffery Mello, Strategic HRM, Thompson publication, New Delhi