

MBA – II Semester - IV
SHRM - Strategic Human Resources Management

1. Course Objectives:

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.

2. Course Duration:

The course duration is of 40 sessions of 75 minutes each.

3. Course Contents:

Module No.	Modules/Sub-Modules	Sessions	Marks Weightage
I	Business environment and importance of strategic planning for business success, Business strategy- An introduction to market driven strategy, Resource driven strategy	8	20%
II	The Human resource environment of business, human resource system- its macro and micro dimensions, strategic management of HR, Strategic HR planning	8	20%
III	Strategic approach to manpower acquisition – recruitment and selection, Strategic development of human resources	8	20%
IV	Strategic approach to management structure, job design and work system, strategic management of performance, strategic approach to compensation and benefits.	8	20%
V	Strategic approach to Industrial relations, outsourcing and its HR implications, Mergers and acquisitions and HRM	8	20%

4. Teaching Methods:

The following pedagogical tools will be used to teach this course:

- A.** Lectures and Discussions
- B.** Assignments and Presentations
- C.** Case Analysis

5. Evaluation:

A	Projects/ Assignments/ Quizzes/ Class participation etc	Weightage 50% (Internal Assessment)
B	Mid-Semester examination	Weightage 30 % (Internal Assessment)
C	End –Semester Examination	Weightage 70% (External Assessment)

6. Text books:

Sr. No	Author	Name of the book	Publisher	Edition & Year of Publication
T1	Das, Pulak	Strategic Human Resource management	Cengage Learning	2010-11 Latest Edition
T2	Charles R. Greer	Strategic Human resource management	Pearson	Latest Edition
T3	Jaffrey A Mello	Strategic HRM	Cengage	Latest Edition (Instructor Manual Available)

7. Reference books:

Sr. No	Author	Name of the book	Publisher	Edition & Year of Publication
R1	Tanuja Agarwala	Strategic HRM	Oxford	Latest Edition
R2	James Baron and David Kreps	Strategic Human resources	Wiley	Latest Edition
R3	Schuler and Jackson	Strategic Human resource management	Wiley	Latest Edition
R4	James N. Baron and David M. Kreps	Strategic Human Resources: Frameworks for General managers	Wiley	Latest Edition
R5	Susan E. Jackson, Angelo DeNisi, and Michael A. Hitt	Managing Knowledge for Sustained Competitive Advantage: Designing Strategies for Effective Human Resource Management	Jossey – Bass	Latest Edition
R6	Charles J. Fombrun, Noel M. Tichy, and Mary Anne Devanna	Strategic Human Resource Management	Wiley	Latest Edition
R7	Graeme Salaman, John Storey, Jon Billsberry	Strategic Human Resource Management, Theory and Practice	Sage	Latest Edition
R8	Michael Armstrong	Strategic Human Resources Management A Guide to Action	Kogan Page	Latest Edition
R9	Christopher Mabey, Graeme Salaman and John Storey	Strategic Human Resource Management	Sage	Latest Edition
R10	Christopher Mabey, Graeme Salaman, John Storey	Human resource management: a strategic introduction	Blackwell Business	Latest Edition
R11	Chris Hendry	Human resource management: a strategic approach to employment	Butterworth-Heinemann	Latest Edition
R12	Brian E. Becker, Mark A. Huselid, David Ulrich	The HR scorecard: linking people, strategy, and performance	Harvard Business	Latest Edition

8. List of Journals/ Periodicals/ Magazines/ Newspapers:

International Journal of strategic human management

NB: The Instructor/s (Faculty Member/s) will be required to guide the students regarding suggested readings from Text(s) and references in items 6 and 7 mentioned above.

9. Sessions plan

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No. of sessions	Topics
1-2	Business environment and importance of strategic planning for business success,
3-6	Business strategy- An introduction to market driven strategy, Resource driven strategy
7-8	The Human resource environment of business,
9-12	Human resource system- its macro and micro dimensions,
13-14	Strategic management of HR, Strategic HR planning
15-21	Strategic approach to manpower acquisition – recruitment and selection,
22-24	Strategic development of human resources
25-28	Strategic approach to management structure, job design and work system
29-30	Strategic management of performance,
31-32	Strategic approach to compensation and benefits.
33-34	Strategic approach to Industrial relations,
35-36	outsourcing and its HR implications,
37-39	Mergers and acquisitions and HRM
40	Review and Conclusion