



Course Title: Strategic Human Resource Management

Course Code: HR 709

Credit Units: 03

L	T	P/ S	SW/ FW	TOTAL CREDIT UNITS
3	-	-	-	3

Course Objectives:

This course is an attempt in the direction of understanding the dimensions related to strategic HRM activities which contributes to an organization competitive edge and examine their relevance in the current globalized scenario with special reference to organizations operating in India and abroad

Pre-requisites: Students should have an understanding of the basic concepts of Human Resource Management and Strategic Management.

Student Learning Outcomes: Upon completion of this course a student will be able to:

- Understand the concept and implication of Strategic HRM
- Distinguish the strategic approach to human resources from the traditional functional approach.
- Understand the concept and Measurement of Human Capital
- Synthesize the relationship of HR strategy with overall corporate and business strategy.
- Analyze the strategic role of specific HR systems, current issues and future trends.
- Evaluate and interpret the impact of SHRM on business performance.

Course Contents/Syllabus:

	Weightage (%)
Module I The Concept of Strategic Human Resource Management (SHRM)	15%
Descriptors/Topics The Concept of Strategic Human Resource Management (SHRM), Strategic HRM Defined, The evolutionary stages of Strategic HRM, Objectives of SHRM, , An Investment Perspective of HRM, Competencies of HR Professional in a SHRM Scenario, Emerging Issues in SHRM, HRM Environment, The Evolving Strategic Role of HR	
Module II Models of SHRM	15%
Descriptors/Topics Value proposition through HR, General models- The Best practice approach, Best fit approach and The Universalistic, Contingency and Configurational approaches, The Resource based Strategic HRM, Resource based models- The high performance management, High commitment management and High- involvement management.	
Module III Human Capital Management	20%
Descriptors/Topics Human Capital Management Defined, The Concept of Human Capital, Intellectual Capital, Social Capital and Organizational Capital, Human Capital Measurement and Approaches to Measurement	
Module IV Strategic HRM in Action	25%
Descriptors/Topics	

HR Strategy defined, Purpose, Types of HR Strategies, Formulating HR Strategy, Criteria for an Effective HR Strategy, Strategy formulation propositions, key concept and process issues, Implementing HR Strategy, SHRM: Aligning HR with Corporate Strategy, Integrating the Business strategies and HR Strategies for competitive advantage, Corporate Restructuring and SHRM, Corporate Ethics, Values and SHRM	
Module V Impact of SHRM on Business Performance	25%
Descriptors/Topics The strategic impact of Human Resource Practices, Human Resource Evaluation - Definition and Overview, Rationale for HR Evaluation, Measures of HRM Performance, Approaches to HR Evaluations, Evaluating the Effectiveness of SHRM	

Pedagogy for Course Delivery:

Lecture Method along with practical case studies and assignments can be used to help the students understand the concepts and application of the subject.

Assessment/ Examination Scheme:

Theory L/T (%)	Lab/Practical/Studio (%)	End Term Examination
100	NA	100

Theory Assessment (L&T):

	Continuous Assessment/Internal Assessment					End Term Examination
Components (Drop down)	CPA	TP	Q/S	A	ME	EE
Weightage (%)	5	5	5	5	10	70

Text & References:

Mello Jeffrey A., (2008), Strategic Human Resource Management, Thompson Press Publishing.
Agarawala Tanuja (2007) Strategic Human Resource Management, Oxford University Press.
Armstrong Michael (2007), Strategic Human Resource Management: Strategy and Action, Kogan Page
Mahey C and Salman G., (1996), Strategic Human Resource Management, Oxford Blackwell.
Srinivas R. Kandula, (2002), Strategic Human Resource Development, Prentice Hall India.