



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS/PGDM)
Academic Year (2018-2019)

Programme Name: PGDM

Trimester: IV

Name of the subject: Strategic HRM

Maximum marks: 100

No. of Sessions: 10

Name of the Faculty: Dinesh Ramesh Mehra

Mobile No: 8983421976

Email: dmehra@vpmthane.org

Weblink:

Learning Objectives:

1. To appreciate the strategic contribution of HR in the value chain of an organization.
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Reference Books:

Strategic Management of Human Resources – Jeffrey Mello



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Plan:

Session No	Topics to be covered	Books referred/ Recommended/ References- Print/Articles/ News/Research papers/ Online database/ Software /Simulations used	Learning outcomes	Evaluation of Students understanding by MCQs, Quiz, Short Test
1	Introduction to strategic HRM.	Strategic HRM – Jeffrey Mello Newspaper articles – Economic Times	Understanding concepts like strategy, tactics, core competence, competitive advantage, etc.	Evaluation by Quiz
2	An investment perspective of HRM. Trends affecting HRM.	Strategic HRM – Jeffrey Mello Newspaper articles – Economic Times	Understanding the role of HRM in	Evaluation by Quiz



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			the digital age.	
3	Strategic Planning. The evolving strategic role of HRM.	Strategic HRM – Jeffrey Mello Newspaper articles – Economic Times	Using the value chain analysis to do strategic HRM.	Evaluation by Quiz
4	Human Resource Planning.	Strategic HRM – Jeffrey Mello Newspaper articles – Economic Times	Appreciating why HRP is critical and understanding the modern staffing policies.	Evaluation by Quiz
5	Design and redesign of work systems.	Strategic HRM – Jeffrey Mello Newspaper articles – Economic Times	Studying the organizations vision, mission, goals, strategy and how it is used for designing of the work systems.	Evaluation by Quiz
6	Staffing	Strategic HRM – Jeffrey Mello Newspaper articles – Economic Times	The modern trends in staffing.	Evaluation by Quiz



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7	Training and Development Performance Management and Feedback Compensation and Labour relations	Strategic HRM – Jeffrey Mello Newspaper articles – Economic Times	The difference T&D can have to a firm’s bottomline. The different tools used in performance measurement. Why cordinal labour relations important.	Evaluation by Quiz
8	Class Test			
9	Employee separation International HRM	Strategic HRM – Jeffrey Mello Newspaper articles – Economic Times	How to handle employee separation.	Evaluation by Quiz
10	Presentation			

Practical Approach : Other activities (Atleast 4 distinct activities)

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Role Play			



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2	Industry Visit			
3	Academic Projects	Understanding Form 16		Newspaper articles – Economic Times
4	Book Review			
5	Group Discussion	Recent newspaper articles pertaining to SHRM.		Newspaper articles – Economic Times
6	Business Quiz / Business News sharing	Recent newspaper articles pertaining to SHRM.		Newspaper articles – Economic Times
7	Videos / Simulation			
8	Use of Softwares and Labs			
9	Any other activity			



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Evaluation:

Internal:

Component	Details	Marks
Class Test		20
Presentation		10
Case Study		
Participation		10
Others		

Signature of Faculty

Signature of the Co-ordinator