



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS/PGDM)
Academic Year (2017-2018)

Programme Name: PGDM

Term: IV

Name of the Course: Strategic HRM

Maximum marks: 100

No. of Sessions: 10

Name of the Faculty: Kanchan Akshay

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Weblink:

Learning Objectives:

- 1) To understand the strategies involved in the process of HR
- 2) To learn the latest trends in HRM

Reference Books:

- 1) Jeffrey A Mello, Strategic Human Resource Management, Cengage Learning, South western 2007.
- 2) Robert L. Mathis and John H. Jackson, Human Resource Management, Cengage Learning, 2007.
- 3) Strategic HRM by ICFAI

Plan:

DR VN BRIMS/REC/ACA/05



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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 understandi ng by MCQs, Quiz, Short Test
1	Introduction to SHRM- Meaning, Vision. Mission and Strategic Framework	Jeffrey A Mello, Strategic Human Resource Management	To understand the basics of SHRM	
2	HRD- Roles of HRD Professionals - HRD Needs Assessment - HRD practices.	Jeffrey A Mello, Strategic Human Resource Management	To understand the role of Training & Development in formulating strategies	
3	E- HRM E- Employee profile- E- selection and recruitment. Virtual learning and Orientation – E - training and development.	Jeffrey A Mello, Strategic Human Resource Management	To learn the electronic mode for the functions of HRM	
4	E-Performance management and Compensation design – Development and Implementation of HRIS – Designing HR portals – Issues in employee privacy –	Jeffrey A Mello, Strategic Human Resource Management	To learn the electronic mode for the functions of HRM	



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	Employee surveys online.			
5	Strategic Maintenance of HR- Safety, Health and Labour Relations	Strategic HRM by ICFAI	Role of HR in labour relations	Class Test
6	Strategic Maintenance of HR- Career Management. Employee Separation and Downsizing	Strategic HRM by ICFAI	To understand the role of HR in career Development of employees	
7	Emerging Trends and Challenges for HR- Knowledge Management, Outsourcing	Strategic HRM by ICFAI	To learn the latest trends in HRM	
8	Emerging Trends and Challenges for HR- SHRM in International Area. SHRM Mergers and Acquisitions	Strategic HRM by ICFAI	To learn the latest trends in HRM	
9	Ethical Issues in SHRM	Strategic HRM by ICFAI		
10	Class Test & Presentations			

2. Practical Approach : Other activities (Atleast 4 distinct activities)

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Sr. No.	Activity Name	Topic Coverd	Learning outcomes	Source
1	Role Play	<u>Labor Relations</u>		
2	Academic Projects	E-HRM		
3	Group Discussion	Latest Trends in SHRM		
4	Business Quiz / Business News sharing	Articles from Human Capital		



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Evaluation:

I) Internal:

Component	Details	Marks
Class Test	2 Internal Test would be taken	20
Presentation	Class presentation on various HBR & HC articles	10
Case Study	3 case studies would be discussed	05
Participation		05

Signature of Faculty

Signature of the Co-ordinator