

Strategic HRM

COURSE OBJECTIVE:

Section I: Strategy and HRM

1. Strategic HRM – An Overview
2. Importance of Aligning Human Resources to Strategy
3. HRM and Organizational Strategies

Section II: HUMAN RESOURCE DEVELOPMENT

- Meaning – Strategic framework for HRM and HRD
- Vision, Mission and Values – Importance – Challenges to Organisations – HRD Functions.
- Roles of HRD Professionals - HRD Needs Assessment - HRD practices.
- Measures of HRD performance.
- Links to HR, Strategy and Business Goals.
- HRD Program Implementation and Evaluation – Recent trends – Strategic Capability.
- Bench Marking and HRD Audit.

Section III: E-HRM

- E- Employee profile– E- selection and recruitment.
- Virtual learning and Orientation – E - training and development.
- E-Performance management and Compensation design – Development and Implementation of HRIS – Designing HR portals – Issues in employee privacy – Employee surveys online.

Section IV: Strategic Maintenance of Human Resources

1. Safety, Health and Labour Relations
2. Career Management
3. Employee Separation and Downsizing

Section V: Emerging Trends and Challenges for HR

1. Knowledge management and Human Resources
2. SHRM in International Area.
3. SHRM Mergers and Acquisitions
4. Outsourcing
5. Ethical Issues in Strategic HRM

TEXT BOOKS:

1. Randy L. Desimone, Jon M. Werner – David M. Mathis, Human Resource Development, Cengage Learning, 2007.
2. Paul Boselie. Strategic Human Resource Management. Tata McGraw Hill. 2011

REFERENCES

1. Jeffrey A Mello, Strategic Human Resource Management, Cengage Learning, Southwestern 2007.
2. Robert L. Mathis and John H. Jackson, Human Resource Management, Cengage Learning, 2007.
3. Monir Tayeb. International Human Resource Management. Oxford. 2007 65
4. Randall S Schuler and Susan E Jackson. Strategic Human Resource Management. Wiley India. 2nd edition
5. McLeod. The Counsellor's workbook. Tata McGraw Hill. 2011