

### HR ELECTIVES

S. No.	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
1	MBA-331	Strategic Human Resource Management	Elective	4	4	0	0	30	70	100

#### COURSE OUTCOMES:

At the end of the course the student will be able to:	
CO1	Describe the various models, theories and implications related to Strategic Human Resource Management.
CO2	Examine the changing global human resource environment.
CO3	Articulate the HR strategic planning process in organizations.
CO4	Illustrate the latest HR strategies followed globally
CO5	Analyze the various strategic tools for personnel performance evaluation and benchmarking.

### Detailed Syllabus

#### Section A

**UNIT I: Strategic Human Resource Management:** Concept, Need, Importance, Process, Issues and Challenges, Implications of Strategic Human Resource Management; Evolutionary stages of Strategic Human Resource Management; Models and Theories of Strategic Human Resource Management; Integrating HR Strategy with Business Strategy. (10 Hrs)

**UNIT II: Global Human Resource Environment:** Environment Trends and Human Resource Challenges: Business environment: Globalization and increased competition, Mergers and Acquisitions and Downsizing; Changing nature of work: Industry and Occupational Fits, Technology, Outsourcing and Flexible work arrangements; Demographic, Societal and Workforce Trends: Workforce Diversity; Changing nature of Employment Relationship. (10 Hrs)

**UNIT III: Strategic HR Planning:** HR Strategy and HR Planning Strategic Recruitment and Selection; Reward and Compensation Strategies; Training and Development Strategies. (9 Hrs)

#### Section B

**UNIT IV: HR Strategies and International HRM:**

Performance Management Strategies, Retention Strategies; Retrenchment Strategies, HR Strategies in multinational, global and transnational companies; Mergers and Acquisitions; Competitive Advantage. (9 Hrs)

**UNIT V: Developing HR as Strategic Value addition Function:** Scope of evaluation; General Approaches to HR Evaluation: Stakeholder, Analytical and Business Consulting Approach; Contemporary approaches to HR Evaluation: Strategic Human Resource Audit, Benchmarking, Balanced Scorecard, Competency Mapping; HR Process Restructuring, Virtual Organizations, Emotional Intelligence. (10 Hrs)

#### Textbooks

S. No	Name of the Books	Name of Author	Publisher Name	Edition (Pub. Yr.)
1	Strategic Human Resource Management	Sharma A and Khandekar A	Sage Publication	1 <sup>st</sup> (2006)

2	Strategic Human Resource Management	Armstrong,M	Kogan Page Publishers	7 <sup>th</sup> (2022)
---	-------------------------------------	-------------	-----------------------	------------------------

**Reference Books**

S. No.	Name of the Books	Author	Publisher	Edition (Pub. Yr.)
1	The HR Value Proposition,2005	Ulrich,D and Brock bank, W.	Boston:Harvard Business School Press	2 <sup>nd</sup> (2005)