



Lesson Plan No. 1	Course Name: Strategic Human Resource Management Topic: Introduction to SHRM	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. articulate human resource concept and identify its key components. b. evaluate how HR contributes to organizational success and its role as a strategic asset. c. compare and contrast traditional HR practices with strategic HR management.
Teaching Aids (if any)	a. PPT- Visual aid to highlight key roles, features and principles of SHRM
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What do you understand by HR?- Talk about its concept, definition and components- Introduce the formal definition of strategic HRM- Introduce the significance of HR in organizations, emphasizing its evolution from administrative functions to a strategic partner.2. Development (30 minutes)<ol style="list-style-type: none">a) Definition and Components of HR<ul style="list-style-type: none">-Define HR and discuss its components: recruitment, training, performance management, etc.-Engage students with questions about their experiences with - HR in workplaces.b) HR as an Asset<ul style="list-style-type: none">-Explain the concept of HR as a strategic asset, using examples of successful companies that leverage their HR effectively.-Discuss the implications of viewing HR as an asset on organizational performance.c) VRIO Framework<ul style="list-style-type: none">-Introduce the VRIO framework (Value,Rarity, Imitability, Organization) and explain how it applies to HR.-Provide examples of how organizations can use VRIO to assess their HR capabilities.d) Differences Between Traditional HR and Strategic HR3. Exercise (5 minutes) –<ul style="list-style-type: none">- Summarize the concept



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading - "Strategic Human Resource Management" by Jeffrey A. Mello3. Homework - Write a short note on how a specific organization can improve its HR practices by adopting a strategic approach with relevant example <p>(Spend 5 minutes to wrap up and consolidate the learnings)</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the different approaches to workforce management?- Why HR is considered as an asset?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>(Spend 5 minutes to evaluate student assimilation of the lesson contents)</p>



Lesson Plan No. 2	Course Name: Strategic Human Resource Management Topic: Introduction to SHRM	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. articulate the key features that distinguish SHRM from traditional HR practices. b. understand foundational principles that guide effective SHRM implementation. c. Analyze the Role of SHRM and evaluate the strategic role of HR in achieving organizational goals.
Teaching Aids (if any)	a. PPT- Visual aid to highlight key roles, features and principles of SHRM
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.-What do you understand by SHRM?-How it is different from HR Strategies?-Talk about its concept, definition and components-Introduce the formal definition of strategic HRM-Discuss about the importance of aligning HR strategies with business objectives for organizational success..2. Development (30 minutes)<ol style="list-style-type: none">a) Features of SHRM<ul style="list-style-type: none">- Discuss the main features of SHRM, including:<ul style="list-style-type: none">- Alignment with organizational strategy- Long-term focus on human capital- Emphasis on employee development and engagement- Integration of HR practices across the organizationb) Principles of SHRM<ul style="list-style-type: none">- Explain key principles of SHRM-Discuss how these principles guide HR practices and contribute to strategic goals.c) Role of SHRM in Organizations<ul style="list-style-type: none">- Analyze the strategic role of HR, including:<ul style="list-style-type: none">- Facilitating organizational change-Supporting business strategy through talent management-Enhancing organizational culture and values3. Exercise (5 minutes) –<ol style="list-style-type: none">a. One minute paper on the concept SHRM



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Strategic Human Resource Management" by Jeffrey A. Mello- Articles from SHRM.org on current trends and practices in SHRM.3. Homework<ul style="list-style-type: none">- Write a reflective essay (300-500 words) on how SHRM can be applied in a specific organization to enhance its strategic objectives. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions<ol style="list-style-type: none">b. What is the difference between SHRM and HR strategies?c. How these strategies help organisations to face challenges?2. Encourage discussion on the potential challenges organizations might face when implementing SHRM. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 3	Course Name: Strategic Human Resource Management Topic: Evolution of SHRM and its Aim	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. articulate the evolution of HRM from personnel management to strategic human resource management, highlighting key milestones and shifts in focus. b. explain the primary objectives of strategic human resource management and how it aligns with organizational goals. c. evaluate the significance of SHRM in enhancing organizational performance and employee engagement
Teaching Aids (if any)	a. PPT- Visual aid to highlight the evolution of SHRM and its aim
Teaching Development	1. Introduction (5 minutes) a. Ask questions. b. How SHRM has evolved over the decades, transitioning from a purely administrative function to a strategic partner in achieving business objectives. c. How do you think HRM impacts an organization's success? d. Talk about the evolution of SHRM e. Introduce different phases of strategic HRM f. Discuss about the aim of Strategic human resource management in an organisation 2. Development (30 minutes) a) Historical Evolution of HRM: - Focus on administrative tasks, compliance with labor laws, and workforce stability. - Transition to HRM (1980s): Emphasis on recruitment, training, and employee development as organizations recognized the strategic importance of HR. - Emergence of SHRM: Discuss how HRM became integral to strategic decision-making and aligned with overall business strategies, highlighting models such as Fombrun's Matching Model and Storey's HRM typologies b) Aims of Strategic Human Resource Management: - SHRM ensures that HR policies support organizational goals, enhancing flexibility and innovation. - Focus on creating a positive workplace culture that fosters commitment and productivity. - Discuss how SHRM contributes to sustained competitive advantage through effective talent management and development. Exercise (5 minutes) – g. Discuss on different phases of evolution of SHRM



Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none">- "Strategic Human Resource Management" by Jeffrey A. Mello- Strategic Human Resource Management: A Comprehensive Overview <p>1. Homework</p> <ul style="list-style-type: none">- Read the article and prepare a short note https://www.skillskaravan.com/post/the-evolution-of-hrm-understanding-its-features-objectives-and-characteristics <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions</p> <ul style="list-style-type: none">- How SHRM has contributed to sustained competitive advantage through effective talent management and development ? <p>2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 4	Course Name: Strategic Human Resource Management Topic: SHRM Dimensions	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. explain SHRM significance in aligning HR practices with organizational goals. b. identify and describe the key dimensions of SHRM, including strategic alignment, employee engagement, and performance management. c. apply the principles of SHRM to real-world scenarios, demonstrating how HR strategies can support overall business objectives.
Teaching Aids (if any)	a. PowerPoint presentation on SHRM dimensions. b. Handouts summarizing key concepts and case studies.
Teaching Development	1. Introduction (5 minutes) a. Ask questions. b. What are the dimensions of SHRM? c. Brief overview of SHRM, emphasizing its role in aligning HR practices with the strategic goals of an organization d. Talk about various dimensions of SHRM e. Introduce different dimensions of strategic HRM 2. Development (30 minutes) a) Key Dimensions of SHRM - Explain the main dimensions of SHRM: b) Strategic Alignment: - Ensuring HR strategies support business objectives. c) Employee Engagement: - Fostering a motivated workforce aligned with the company's goals. d) Performance Management: - Implementing systems to assess and enhance employee performance. - Use examples from companies to illustrate successful SHRM practices. Exercise (5 minutes) – Conduct a quick group activity where students brainstorm how they would implement SHRM in a hypothetical organization. Each group will present their ideas briefly. f.



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Strategic Human Resource Management" by Jeffrey A. Mello- Strategic Human Resource Management: A Comprehensive Overview3. Homework<ul style="list-style-type: none">- Write a one-page reflection on how SHRM can impact organizational success, including personal insights and examples from the lesson. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions<ol style="list-style-type: none">g. What are the key dimensions of strategic HRM?h. How strategic alignment ensure smooth conduct of organisation?2. Conduct a quick group activity where students brainstorm how they would implement SHRM in a hypothetical organization. Each group will present their ideas briefly. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 5	Course Name: Strategic Human Resource Management Topic: HR – Investment Perspective	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. explain the concept of viewing employees as valuable assets and the importance of investing in human capital to achieve organizational goals. b. identify and describe the key dimensions of HR investment, including strategic alignment, employee engagement, and performance management. c. apply the principles of HR investment to real-world scenarios, demonstrating how investing in employees can support overall business objectives and create a competitive advantage
Teaching Aids (if any)	a. PowerPoint presentation on HR investment perspective
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ol style="list-style-type: none">a. Ask questions.<ul style="list-style-type: none">-What is your perspective on HR Investment?-Talk about the HR -Investment perspective-Introduce the concept of HR Investment-Brief overview of the traditional view of employees as costs versus the investment perspective that treats them as valuable assets.-Present a short video illustrates the benefits of investing in human capital.2. Development (30 minutes)<ol style="list-style-type: none">a) Definition and Importance of HR Investment<ul style="list-style-type: none">- Discuss the definition of HR investment and its evolution.-Highlight the benefits of investing in employees, such as improved performance, engagement, and retention.b) Key Dimensions of HR Investmentb. Explain the main dimensions of HR investment:c. Strategic Alignment: Ensuring HR investments support business objectives. <p>Exercise (5 minutes) – Facilitate a discussion on what strategies were used and their outcomes. Discuss how SHRM contributes to sustained competitive advantage through effective talent management and development</p>



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading -"Strategic Human Resource Management and Development" by Ekta Sharma pgno30-46 https://www.gartner.com/en/human-resources/trends/budget-and-investment-trends3. Homework Write a one-page reflection on how HR investment can impact organizational success, including personal insights and examples from the lesson. <p>Spent 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions –<ul style="list-style-type: none">- What are the benefits of making investment in employees?- How it is going to impact business?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spent 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 6	Course Name: Strategic Human Resource Management Topic: Issues, Challenges and Implications	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> identify and define the key issues and challenges facing Human Resource Management today, including workforce diversity, technological changes, and regulatory compliance. analyze the implications of these challenges on organizational effectiveness and employee engagement, discussing how they impact HR strategies. propose potential solutions and best practices to address the identified HR challenges, demonstrating critical thinking and problem-solving skills.
Teaching Aids (if any)	<ol style="list-style-type: none"> PowerPoint presentation outlining key issues and challenges in HR.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ol style="list-style-type: none"> Ask questions. <ul style="list-style-type: none"> -What are the key challenges faced by HR? -Talk about the issues and challenges of SHRM -Introduce the current landscape of HR, highlighting the importance of understanding the issues and challenges faced by HR professionals. Introduce issues, challenges and implications Development (30 minutes) <ol style="list-style-type: none"> Identification of Key Issues <ul style="list-style-type: none"> -Discuss the main issues in HR, such as: <ul style="list-style-type: none"> -Workforce Diversity: Challenges in managing a diverse workforce and fostering inclusion. -Technological Changes: The impact of automation and AI on HR practices and employee roles. Regulatory Compliance: Navigating complex labor laws and regulations. Analyzing Implications Explore the implications of these challenges on: <ul style="list-style-type: none"> - Organizational Effectiveness: How these issues can hinder or enhance productivity and morale. -Employee Engagement: The relationship between HR challenges and employee satisfaction and retention. -Developing Solutions Facilitate a discussion on potential solutions and best practices for addressing HR challenges: Implementing diversity training programs. Leveraging technology for HR processes. Establishing clear compliance protocols.



	<p>i. Encourage students to brainstorm additional solutions and share their ideas.</p> <p>Exercise (5 minutes) –</p> <p>j. Conduct a quick group activity such as summarising where students work in pairs to identify an HR challenge they have encountered or observed and propose a solution.</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading -"Strategic Human Resource Management" by Jeffrey A. Mello https://www.mbaknol.com/human-resource-management/challenges-of-strategic-human-resource-management/3. Homework -.Read the article and prepare a short note -https://www.shrm.org/content/dam/en/shrm/executive-network/EN_State%20of%20the%20Work%20Place%20Report-Executive%20Version-012024pdf.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions -What are current challenges faced by employees in an organisation? - What strategies an organisation can adopt to face these challenges?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 7	Course Name: Strategic Human Resource Management Topic: Models of SHRM	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Identify and describe the key models of SHRM, including the Michigan Model, Harvard Model, and Contextual Model. b. Analyze the strengths and limitations of each SHRM model and discuss their applicability in different organizational contexts. c. Apply SHRM models to real-world scenarios, demonstrating an understanding of how HR strategies can be aligned with business objectives.
Teaching Aids (if any)	a. PowerPoint presentation outlining the key SHRM models. b. Handouts summarizing the models and their characteristics.
Teaching Development	1. Introduction (5 minutes) a. Ask questions. -What are the different models of SHRM? -Talk about the models of SHRM -Introduce different phases of strategic HRM -Discuss about the applicability of these models in real world scenario 2. Development (30 minutes) a) Michigan Model of SHRM -Explain the key features of the Michigan Model: -Matching HR strategies with business strategy. -Emphasis on cost reduction and efficiency. -Hierarchical structure and control. -Discuss the strengths and limitations of this model. b) Harvard Model of SHRM -Describe the Harvard Model: -Stakeholder interests and situational factors. -HR policy choices and long-term consequences. -Emphasis on employee influence and participation. -Analyze the advantages and disadvantages of this model. c) Contextual Model of SHRM -Introduce the Contextual Model -Emphasis on external and internal contexts. -Alignment of HR practices with organizational culture. -Flexibility and adaptability to changing environments. -Discuss the applicability of this model in different organizational settings. Exercise (5 minutes) – Quiz will be conducted in the class



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Strategic Human Resource Management" by Jeffrey A. Mello- Strategic Human Resource Management Model https://link.springer.com/chapter/10.1007/978-981-99-4067-7_43. Homework<ul style="list-style-type: none">Write a one-page reflection on which SHRM model you believe is most effective and why, using examples from the lesson and additional research <p>Spent 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions<ul style="list-style-type: none">-What are the different models in SHRM?-How these models are applicable in different organisational settings?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spent 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 8	Course Name: Strategic Human Resource Management Topic: Theories of SHRM	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. explain the major theories of SHRM b. analyze the applications of these theories in real-world HR practices and their implications for organizational performance. c. evaluate the effectiveness of each theory in different organizational contexts and propose recommendations for implementation .
Teaching Aids (if any)	a. PowerPoint presentation outlining the key theories of SHRM.
Teaching Development	1. Introduction (5 minutes) a. Ask questions. -What are the different theories of SHRM?. -How do you think SHRM impacts an organization's success? -Talk about the theories of SHRM -Introduce different theories of SHRM 2. Development (30 minutes) A) Resource-Based View (RBV) -Explain the RBV theory, emphasizing the importance of human resources as a source of competitive advantage. -Discuss how organizations can leverage unique employee skills and capabilities to achieve superior performance. -Provide examples of companies that have successfully implemented RBV. Exercise (5 minutes) – b. Brainstorming on RBV theory of SHRM
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading -"Strategic Human Resource Management" by Jeffrey A. Mello - Strategic Human Resource Management: A Comprehensive Overview 3. Homework - Write a one-page reflection on which SHRM theory you believe is most applicable to your organization or a company you are familiar with, including examples and reasoning. Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions –<ul style="list-style-type: none">-What are the different theories in SHRM?-How these theories are applicable in today's business world?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
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Lesson Plan No. 9	Course Name: Strategic Human Resource Management Topic: Theories of SHRM	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. explain the major theories of SHRM b. analyze the applications of these theories in real-world HR practices and their implications for organizational performance. c. evaluate the effectiveness of each theory in different organizational contexts and propose recommendations for implementation .
Teaching Aids (if any)	a. PowerPoint presentation outlining the key theories of SHRM.
Teaching Development	1. Introduction (5 minutes) a. Ask questions. -What are the different theories of SHRM?. -How do you think SHRM impacts an organization's success? -Talk about the theories of SHRM -Introduce different theories of SHRM 2. Development (30 minutes) a) Best Fit Theory -Describe the Best Fit Theory, which posits that HR practices should align with the specific context and strategy of the organization. -Discuss the importance of situational factors in determining the effectiveness of HR practices. b) Best Practice Theory -Introduce the Best Practice Theory, which suggests that certain HR practices are universally effective across different organizations. -Discuss common best practices, such as employee training, performance management, and employee engagement initiatives. c) Analyze the limitations of this theory Exercise (5 minutes) – Brainstorming on Best Fit theory & Best Practice theory of SHRM



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Strategic Human Resource Management" by Jeffrey A. Mello- Strategic Human Resource Management: A Comprehensive Overview3. Homework<ul style="list-style-type: none">- Write a one-page reflection on which SHRM theory you believe is most applicable to your organization or a company you are familiar with, including examples and reasoning. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions<ul style="list-style-type: none">- Which theory is the most relevant among all the theories?- How these theories should be align with organisational goals?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 10	Course Name: Strategic Human Resource Management Topic: Integration of SHRM	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. explain the concept of SHRM integration, emphasizing the importance of aligning HR practices with overall business strategy. b. Discuss the key dimensions of SHRM integration, including strategic fit, HR bundles, and best practices.
Teaching Aids (if any)	a. PowerPoint presentation on SHRM integration..
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ol style="list-style-type: none">a. Ask questions.<ul style="list-style-type: none">- What is the role of HR in aligning HR practices with organizational goals?- Talk about the role of HR in aligning HR practices- Introduce role of HR in aligning HR practices- Discuss about the role of HR in aligning of Strategic human resource management in an organisation2. Development (30 minutes)<ol style="list-style-type: none">a) Definition and Importance of SHRM Integration<ul style="list-style-type: none">- Define SHRM integration and its evolution.- Discuss the benefits of integrating HR practices with overall business strategy, such as improved organizational performance and competitive advantage.b) Key Dimensions of SHRM Integration<ul style="list-style-type: none">- Explain the main dimensions of SHRM integration:- Strategic Fit: Ensuring HR practices align with the organization's business strategy.- HR Bundles: Implementing a set of complementary HR practices that reinforce each other.- Best Practices: Adopting HR practices that have been proven effective across different organizations.c) Use examples from companies like Google and Zappos to illustrate successful SHRM integration practices <p>Exercise (5 minutes) – -Divide students into groups and assign each group a hypothetical organization. -Ask each group to develop an SHRM integration plan for their assigned organization, considering its business strategy and industry context.</p>



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Strategic Human Resource Management" by Jeffrey A. Mello- Strategic Human Resource Management: A Comprehensive Overview3. Homework<ul style="list-style-type: none">- Read the article and prepare a short notehttps://www.emerald.com/insight/content/doi/10.1108/SHR-03-2014-0023/full/html <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions :<ul style="list-style-type: none">- How the role of HR in aligning HR practices ?- Which example is most suitable one to explain the concept?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 11	Course Name: Strategic Human Resource Management Topic: Environmental Trends and HR Challenges in SHRM	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. identify and describe key environmental trends affecting Strategic Human Resource Management (SHRM), such as technological advancements, globalization, and changing workforce demographics. b. analyze the challenges these environmental trends pose to HR practices and strategies, including issues related to employee engagement, talent management, and compliance. c. propose potential solutions and best practices for addressing the identified HR challenges in the context of SHRM
Teaching Aids (if any)	a. PPT on Challenges in SHRM
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - .What is the significance in aligning HR practices with organisational goals? - What are environmental trends? - Talk about concept of environmental trends and their impact on HR. - Introduce environmental trends in HRM 2. Development (30 minutes) <ol style="list-style-type: none"> a) Key Environmental Trends <ul style="list-style-type: none"> - Discuss major trends affecting SHRM: - Technological Advancements: The impact of automation, AI, and remote work on HR practices. - Globalization: How global markets influence talent acquisition and management. - Changing Workforce Demographics: The implications of a multi-generational workforce and increasing diversity. - Use examples from current events or case studies to illustrate these trends. b) HR Challenges <ul style="list-style-type: none"> - Analyze the challenges posed by these trends - Employee Engagement: Maintaining motivation and commitment in a remote or hybrid work environment. - Talent Management: Attracting and retaining top talent in a competitive market. - Compliance: Navigating complex labor laws and regulations in a global context. - Encourage students to share their thoughts on these challenges based on their experiences or observations. c) Proposing Solutions



	<ul style="list-style-type: none">- Facilitate a discussion on potential solutions and best practices for addressing HR challenges:- Implementing flexible work arrangements <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Conduct a quick group activity where students brainstorm solutions to a specific HR challenge related to environmental trends. Each group will present their proposed solution to the class
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Strategic Human Resource Management" by Jeffrey Mello3. Homework<ul style="list-style-type: none">- Write a one-page reflection on an environmental trend <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the key environmental trends impacting HR?- How these challenges can be faced in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 12	Course Name: Strategic Human Resource Management Topic: Global and Increased Competition in SHRM	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. identify and describe the key factors contributing to global competition and their implications for Strategic Human Resource Management (SHRM). b. the specific challenges that global competition presents to HR practices, including talent acquisition, employee retention, and cultural diversity. c. propose strategic solutions and best practices for HR to effectively respond to the challenges posed by global competition..
Teaching Aids (if any)	<ul style="list-style-type: none"> a. PPT- b. White Board- Summarising Discussion
Teaching Development	<p>1. Introduction (5 minutes)</p> <ul style="list-style-type: none"> - Ask questions. - What do you understand by global competition and its relevance to SHRM? - Talk about its concept, definition and components - Introduce the highlights the challenges and opportunities presented by global competition in the HR landscape. <p>2. Development (30 minutes)</p> <p>a) Key Factors of Global Competition</p> <ul style="list-style-type: none"> - Discuss the main factors contributing to global competition - Technological Advancements - Globalization: How the interconnectedness of markets influences HR practices. - Changing Workforce Demographics: The impact of a diverse and global workforce on HR strategies. <p>Use current examples of companies that have successfully navigated global competition</p> <p>b) HR Challenges in a Global Context</p> <ul style="list-style-type: none"> - Analyze the challenges faced by HR in a competitive global environment: <ul style="list-style-type: none"> - Talent Acquisition: Difficulty in attracting and retaining skilled talent in a global market. - Employee Retention: Strategies to keep employees engaged and committed in a competitive landscape - Cultural Diversity: Managing a diverse workforce and fostering inclusion.



	<p>3. Exercise (5 minutes) –</p> <ul style="list-style-type: none">- One minute paper on the concept SHRM
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none">- "Strategic Human Resource Management" by Jeffrey A. Mello- Articles from SHRM.org on current trends and practices in SHRM. <p>3. Homework</p> <ul style="list-style-type: none">- Write a one-page reflection on how global competition will impact HR strategies in the next five years, including potential challenges and solutions. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions:</p> <ul style="list-style-type: none">- What are the challenges in global context?- How companies can face these challenges ? <p>2. Encourage discussion on the potential challenges organizations might face when implementing SHRM.</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 13	Course Name: Strategic Human Resource Management Topic: Demographic, societal and workforce trends	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. identify and describe significant demographic, societal, and workforce trends that impact Strategic Human Resource Management (SHRM). b. analyze the implications of these trends on HR practices, including talent acquisition, employee engagement, and organizational culture.
Teaching Aids (if any)	a. PPT- Visual aid to highlight the evolution of SHRM and its aim
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- How important is demographic, societal, and workforce trends in the context of SHRM..- What are current workforce trends?- Talk about the demographic, societal and workforce trends- Introduce some of the key trends affecting the workforce today.2. Development (30 minutes)<ol style="list-style-type: none">a) Key Demographic Trends<ul style="list-style-type: none">- Discuss significant demographic trends, such as:<ul style="list-style-type: none">- Aging Workforce: The increasing participation of older workers and its implications for HR practices.- Diversity and Inclusion: The growing emphasis on creating inclusive workplaces that reflect diverse demographics.<ul style="list-style-type: none">- Youth Bulge: The challenges and opportunities presented by a large youth population in certain regions.b) Societal Trends<ul style="list-style-type: none">- Analyze societal trends impacting the workforce, including:<ul style="list-style-type: none">- Changing Worker Attitudes: Shifts in employee expectations regarding work-life balance, job satisfaction, and career development.- Technological Advancements: The impact of technology on work processes and employee engagement.c) Globalization: How global interconnectedness affects labor markets and workforce dynamics. Encourage students to share their insights on these societal changes based on their experiences or observations.d) Workforce Trends<ul style="list-style-type: none">- Discuss key workforce trends, such as:



	<ul style="list-style-type: none">- Remote Work: The rise of telecommuting and its implications for HR policies and practices.Gig Economy: The increasing prevalence of freelance and contract work and its impact on traditional employment models. <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Conduct a quick group activity where students brainstorm potential HR strategies to address one specific trend discussed in class. Each group will present their ideas briefly to the class
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Strategic Human Resource Management" by Jeffrey A. Mello- Strategic Human Resource Management: A Comprehensive Overview3. Homework<ul style="list-style-type: none">- Write a one-page reflection on a specific trend that you believe will significantly impact HR strategies in the next five years, including potential challenges and proposed solutions. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions<ul style="list-style-type: none">- What are the current trends in HR?- How these trends are going to impact organisations?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 14	Course Name: Strategic Human Resource Management Topic: Workforce Diversity and Benefits	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. define workforce diversity and explain its importance in creating an inclusive work environment. b. Identify the benefits and challenges of having a diverse workforce, discussing how diversity can enhance organizational performance and innovation. c. develop strategies for promoting and managing workforce diversity, including best practices for recruitment, retention, and employee development.
Teaching Aids (if any)	a. PowerPoint presentation on workforce diversity. b. Handouts summarizing key concepts and case studies.
Teaching Development	1. Introduction (5 minutes) - Ask questions. - What are the dimensions of workforce diversity? - Brief overview of workforce diversity, importance of diversity in fostering innovation, creativity, and better decision-making. - Talk about various dimensions of workforce diversity - Introduce different dimensions of workforce diversity 2. Development (30 minutes) a) Benefits of Workplace Diversity - Analyze the benefits of having a diverse workforce - Enhanced problem-solving and decision-making. b) Improved understanding of diverse customer needs. - Increased employee engagement and retention. - how organizations have successfully leveraged diversity for competitive advantage. c) Strategies for Promoting Workplace Diversity - Propose strategies for promoting and managing workplace - Implementing inclusive recruitment and hiring practices. - Providing diversity and inclusion training for employees. - Fostering a culture of respect, open communication - Encourage students to share their ideas and experiences Exercise (5 minutes) Conduct a quick group activity where students brainstorm solutions to a specific diversity-related challenge faced by an organization. Each group will present their proposed solution to the class. .



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Strategic Human Resource Management" by Jeffrey A. Mello- Strategic Human Resource Management: A Comprehensive Overview3. Homework<ul style="list-style-type: none">- Write a one-page reflection on how you would promote workplace diversity in your current or future organization, including specific strategies and potential challenges.- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions<ul style="list-style-type: none">- What are the benefits of workforce diversity?- Why this a challenge for the organisation?- How an organisation is going to cope up with it?2. Assess students based on participation in discussions and group exercises. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 15	Course Name: Strategic Human Resource Management Topic: Outsourcing	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Articulate outsourcing and differentiate it from related concepts such as offshoring and subcontracting. b. Analyze the advantages and disadvantages of outsourcing for organizations, employees, and economies. c. Evaluate real-world implications of outsourcing on job markets, organizational efficiency, and ethical considerations
Teaching Aids (if any)	a. PowerPoint presentation on outsourcing and its implications.
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What is your perspective on HR Outsourcing?- Talk about the HR – outsourcing perspective- Introduce the concept of HR outsourcing- Brief overview of outsourcing, explaining its relevance in the global economy..2. Development (30 minutes)<ol style="list-style-type: none">a) Define outsourcing, offshoring, and subcontracting.<ul style="list-style-type: none">- Discuss the reasons organizations choose to outsource, such as cost reduction, access to expertise, and focus on core competencies.b) Advantages of Outsourcing<ul style="list-style-type: none">- Analyze the benefits of outsourcing, including: Cost savings and operational efficiency.- Access to specialized skills and technologies.- Flexibility and scalability in operations.c) Disadvantages and Challenges<ul style="list-style-type: none">- Discuss the potential drawbacks of outsourcing, such as: Job loss and economic impact on local communities.- Quality control and communication issues.- Ethical considerations, including labor practices and environmental concerns. <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Conduct a quick group activity where students discuss a specific outsourcing case (e.g., a well-known company that has outsourced jobs) and identify both the advantages and disadvantages of that decision. Each group will present their findings briefly to the class.



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- https://in.adp.com/what-we-offer/hr-services/human-resources-outsourcing.aspx <p>Homework</p> <ul style="list-style-type: none">- Write a one-page reflection on a specific example of outsourcing, discussing its advantages and disadvantages and your personal perspective on the issue. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions :<ul style="list-style-type: none">- Why outsourcing is important for the organisation?- What are the potential drawbacks of outsourcing?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 16	Course Name: Strategic Human Resource Management Topic: Technology Impact on HRM	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Describe the role of technology in Human Resource Management and identify key technological tools used in HR practices. b. Analyze the positive and negative impacts of technology on HR processes, including recruitment, training, performance management, and employee engagement. c. Propose strategies for effectively implementing technology in HRM to enhance organizational efficiency and employee satisfaction.
Teaching Aids (if any)	a. PowerPoint presentation on impact of technology in HR. b. Whiteboard for brainstorming session.
Teaching Development	1. Introduction (5 minutes) - Ask questions. - What is the role of technology in HR ? - Talk about increasing role of technology in shaping HR practices. - Introduce the the increasing role of technology in shaping HR practices. 2. Development (30 minutes) a) Role of Technology in HRM - Define HRM and discuss the various functions of HR, including recruitment, training, performance management, and employee engagement. - Explain how technology, such as HR Information Systems (HRIS), Applicant Tracking Systems (ATS), and Learning Management Systems (LMS), supports these functions. - Discuss the importance of data management and analytics in informed decision-making. b) Impact of Technology on HR Processes - Analyze the positive impacts of technology: - Automation of Routine Tasks: Streamlining payroll, attendance tracking, and benefits administration, allowing HR professionals to focus on strategic initiatives. - Enhanced Recruitment: Utilizing digital platforms for sourcing candidates and improving the hiring process. - Employee Engagement: Implementing tools for feedback, communication, and performance tracking. - Data Security Concerns: Risks associated with storing sensitive employee information. - Dependence on Technology: Challenges when technology



	<p>fails or is misused.</p> <ul style="list-style-type: none">- Employee Resistance: Potential pushback from employees adapting to new systems. <p>c) Strategies for Effective Implementation</p> <ul style="list-style-type: none">- Propose strategies for successfully integrating technology into HRM- Training and Development: Providing comprehensive training for HR staff and employees on new technology tools.- Change Management: Developing a change management plan to address resistance and ensure smooth transitions.- Continuous Evaluation: Regularly assessing technology effectiveness and making necessary adjustments based on feedback and performance metrics. <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Conduct a quick group activity where students brainstorm a specific HR function (e.g., recruitment or performance management) and propose a technology solution to enhance that function. Each group will present their proposed solution briefly to the class.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- https://www.thehumancapitalhub.com/articles/role-of-technology-in-human-resource-management3. Homework<ul style="list-style-type: none">- Write a one-page reflection on a specific technology tool used in HRM, discussing its benefits, challenges, and your perspective on its effectiveness. <p>Spent 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What is the role of technology?- What strategies can be used for its effective implementation?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spent 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 17	Course Name: Strategic Human Resource Management Topic: Technology Trends and its impact	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Define key technology trends impacting Human Resource Management (HRM) and explain their significance. b. Analyze the positive and negative impacts of technology on HR processes, including recruitment, training, performance management, and employee engagement. c. Propose strategies for effectively implementing technology in HRM to enhance organizational efficiency and employee satisfaction..
Teaching Aids (if any)	a. PowerPoint presentation outlining the key Technology Trends and its impact b. Handouts summarizing the models and their characteristics.
Teaching Development	1. Introduction (5 minutes) - Ask questions. - What are the new technology trends? - Talk about the new technology trends - Discuss about the applicability of these trends in real world scenario 2. Development (30 minutes) a) Key Technology Trends in HRM - Discuss major technology trends impacting HRM, including: - Artificial Intelligence (AI) and Machine Learning: How AI is used for recruitment, performance evaluation, and employee engagement. b) Cloud-Based HR Systems: The benefits of using cloud technology for data management and accessibility. - Employee Experience Platforms: Tools designed to enhance employee engagement and satisfaction. - Analyze the positive impacts of technology - Streamlining payroll, attendance tracking, and benefits administration. - Utilizing digital platforms for sourcing candidates and improving the hiring process. - Data-Driven Decision Making: Leveraging analytics for strategic HR decisions. - Data Security Concerns: Risks associated with storing sensitive employee information. - Dependence on Technology: Challenges when technology fails or is misused.



	<ul style="list-style-type: none"> - Employee Resistance: Potential pushback from employees adapting to new systems. c) Strategies for Effective Implementation - Propose strategies for successfully integrating technology into HRM: - Training and Development: Providing comprehensive training for HR staff and employees on new technology tools. - Change Management: Developing a change management plan to address resistance and ensure smooth transitions. - Continuous Evaluation: Regularly assessing technology effectiveness and making necessary adjustments based on feedback and performance metrics. - Encourage students to share their ideas and experiences related to technology implementation in HR. <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none"> - Quiz will be conducted in the class
<p>Closure</p>	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading - https://www.testgorilla.com/blog/hr-technology-trends 3. Homework - Write a one-page reflection on a specific technology tool used in HRM, discussing its benefits, challenges, and your perspective on its effectiveness. <p style="text-align: center;">Spend 5 minutes to wrap up and consolidate the learnings</p>
<p>Evaluation</p>	<ol style="list-style-type: none"> 1. Reflective Questions: <ul style="list-style-type: none"> - How AI can be used for effective recruitment? - What are challenges faced by HR manager with AI? 2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 18	Course Name: Strategic Human Resource Management Topic: Temporary contractual labour	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Articulate temporary contractual labour and distinguish it from permanent employment and other forms of employment. b. Analyze the benefits and challenges associated with temporary contractual labour for both employers and employees. c. Evaluate the legal and ethical considerations surrounding the use of temporary contractual labour, including rights, protections, and the impact on job security.
Teaching Aids (if any)	a. PowerPoint presentation on temporary contractual labour.
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What do you mean by contractual labour?.- What is the difference between temporary and permanent labour?- Talk about the different forms of employment- Introduce the concept of different types of employment2. Development (30 minutes)<ol style="list-style-type: none">a) Define temporary contractual labour and explain its characteristics.b) Discuss various types of temporary workers, including:<ul style="list-style-type: none">- Freelancers- Independent contractors- Substitute workers- Seasonal workers- Temporary agency workersc) Benefits of Temporary Contractual Labour<ul style="list-style-type: none">- Analyze the advantages for employers- Flexibility to meet fluctuating demand.- Cost savings on benefits and long-term commitments.- Access to specialized skills for specific projects.- Opportunities for skill development and diverse experiences.- Flexibility in work schedules and the ability to balance personal commitments.d) Challenges and Legal Considerations <p>Discuss the potential challenges for employers, such as: Lack of commitment from temporary workers. Issues with</p>



	<p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Conduct a quick group activity where students discuss a specific scenario involving temporary contractual labour (e.g., a company hiring seasonal workers). Each group will identify the benefits and challenges associated with that scenario and present their findings briefly to the class
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none">- https://www.weforum.org/agenda/2022/06/temporary-work-contracts-female-labour-market-outcomes-jobs-gender/ <p>Homework</p> <ul style="list-style-type: none">- Write a one-page reflection on the role of temporary contractual labour in a specific industry, discussing its benefits, challenges, and your perspective on its future
Evaluation	<p>1. Reflective Questions:</p> <ul style="list-style-type: none">- What are challenges associated with contractual labour?- How these labour impact the working of the organisation? <p>2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 19	Course Name: Strategic Human Resource Management Topic: Merger, Acquisition and Downsizing	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Articulate the concept of mergers, acquisitions, and downsizing, and explain their relevance in the context of Human Resource Management (HRM). Analyze the implications of mergers, acquisitions, and downsizing on employee morale, job security, and organizational culture Evaluate effective HR strategies for managing the transition during mergers, acquisitions, and downsizing to minimize negative impacts on employees..
Teaching Aids (if any)	<ol style="list-style-type: none"> PowerPoint presentation mergers, acquisitions, and downsizing.
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What is the difference between megers, acquisitions and downsizing?. Talk about mergers, acquisitions, and downsizing, explaining their significance in today’s business environment. Introduce the concept of merger, acquisition and downsizing Development (30 minutes) <ol style="list-style-type: none"> Define mergers, acquisitions, and downsizing. Discuss the differences between mergers and acquisitions, including examples of each. Explain the concept of downsizing and its common triggers, such as economic downturns or strategic shifts. Analyze the potential impacts of mergers and acquisitions on employees, including: <ul style="list-style-type: none"> -Job insecurity and changes in employment status. -Effects on organizational culture and employee morale. -Potential for layoffs or role redundancies. Discuss the psychological effects of downsizing on remaining employees, including stress and decreased productivity. HR Strategies for Managing Transitions <ul style="list-style-type: none"> -Evaluate effective HR strategies for managing the transition during mergers, acquisitions, and downsizing: -Clear communication: Keeping employees informed about changes and expectations. Exercise (5 minutes) –



	<ul style="list-style-type: none">- Conduct a quick group activity where students discuss a specific case of a merger or acquisition. Each group will identify the implications for employees and propose HR strategies to address these challenges. Each group will present their findings briefly to the class.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- Strategic Human Resource Management: A Comprehensive Overview3. Homework<ul style="list-style-type: none">- Write a one-page reflection on a recent merger or acquisition, discussing its implications for employees and the effectiveness of the HR strategies employee
Evaluation	<ol style="list-style-type: none">1. Reflective Questions<ul style="list-style-type: none">- What are the recent mergers or acquisitions taken place?- What are the challenges faced by employees?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 20	Course Name: Strategic Human Resource Management Topic: Changing nature of employee relation	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Define the concept of changing employee relations and explain its significance in the context of Human Resource Management (HRM). b. Analyze the factors influencing changes in employee relations, including technological advancements, globalization, and evolving workforce demographics. c. Evaluate effective strategies for managing changing employee relations to foster a positive workplace culture and enhance employee engagement.
Teaching Aids (if any)	a. PowerPoint presentation on Changing nature of employees
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What is the role of employees in an organisation? - What is the changing nature of employee relation? - Talk about the role of HR in an organisation - Introduce the changing nature of employee relation - Discuss about the changing role of HR in aligning of Strategic human resource management in an organisation 2. Development (30 minutes) <ol style="list-style-type: none"> a) Define changing employee relations and discuss its relevance in today's workforce. <ul style="list-style-type: none"> - Explain how employee relations have evolved over time, particularly in response to economic, social, and technological changes. b) Factors Influencing Changes in Employee Relations <ul style="list-style-type: none"> - Analyze key factors that influence changes in employee relations, including: <ul style="list-style-type: none"> - Technological Advancements: The impact of technology on communication, remote work, and employee engagement. - Globalization: How global markets and diverse workforces affect employee relations. - Workforce Demographics: The influence of generational differences and changing employee expectations on workplace dynamics. c) Strategies for Managing Changing Employee Relations <ul style="list-style-type: none"> - Evaluate effective strategies for managing changing employee relations:



	<p>Exercise (5 minutes)</p> <p>Conduct a quick group activity where students discuss a specific scenario involving changing employee relations (e.g., the introduction of remote work policies). Each group will identify the implications for employee relations and propose strategies to address these changes. Each group will present their findings briefly to the class.</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading - Strategic Human Resource Management: A Comprehensive Overview3. Homework - Write a one-page reflection on a specific change in employee relations that you have observed or experienced, discussing its implications and your perspective on effective management strategies. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the main challenges faced by the employees?- How can they cope and main good relations relations in an organisation?2. Conduct a quick quiz or ask a few questions to assess student understanding of the lesson <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 21	Course Name: Strategic Human Resource Management Topic: SBU Planning	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Articulate the concept of strategic business units (SBUs) and explain their purpose within an organization. b. Identify the key characteristics and advantages of SBUs. c. Develop a strategic plan for an SBU, including setting objectives, formulating strategies, and creating an implementation plan.
Teaching Aids (if any)	a. PPT on Challenges in SHRM
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What is SBU planning?- What is its role in business?- Introduce the concept of strategic business units and their role in strategic management.- Highlight the importance of SBU planning in today's dynamic business environment.2. Development (30 minutes)<ol style="list-style-type: none">a) What are Strategic Business Units?<ul style="list-style-type: none">- Definition of SBUs- Characteristics of SBUs- Advantages of SBUs Keyb) Strategic Planning for SBUs<ul style="list-style-type: none">- Defining the SBU's mission and vision- Conducting external and internal analyses- Setting objectives and formulating strategies- Developing an implementation plana) Examples of Successful SBU Planning<ul style="list-style-type: none">- Case studies of companies that have effectively implemented SBU planning <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Divide the class into groups- Assign each group a hypothetical SBU scenario- Ask groups to develop a strategic plan for their assigned SBU
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- https://www.wallstreetmojo.com/strategic-business-unit/3. Homework



	<ul style="list-style-type: none">- Ask students to write a reflective essay on the importance of SBU planning in today's business environment. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- Why is SBU planning important for organizations?- What are the key elements of a successful SBU strategic plan?- Whom does SBU planning benefit within an organization?2. Encourage class discussion on the challenges and best practices of SBU planning. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 22	Course Name: Strategic Human Resource Management Topic: HR Strategy and HR Planning	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Understand the relationship between HR strategy and overall business strategy. b. Identify the key components of effective HR planning and its role in achieving organizational goals. c. Develop a basic HR strategy and planning framework tailored to a specific organizational context.
Teaching (if any) Aids	a. PPT on Challenges in SHRM
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- Why HR Planning is important?- What is its significance in aligning HR practices with business objectives?- Begin with a brief overview of what HR strategy entails and its significance in aligning HR practices with business objectives.- Introduce the concept of HR planning, explaining how it helps organizations anticipate future HR needs based on business goals.2. Development (30 minutes)<ol style="list-style-type: none">a) HR Strategy<ul style="list-style-type: none">- Explain HR strategy as a comprehensive plan that outlines how HR can support the business strategy.- Discuss key elements such as talent acquisition, development, performance management, and employee engagement.b) HR Planning<ul style="list-style-type: none">- Define HR planning as the process of forecasting an organization's future human resource needs and planning how to meet those needs.- Key Steps:<ul style="list-style-type: none">Assessing current HR capacityForecasting future HR needsDeveloping action plans to bridge gapsc) Tools and Techniques: Introduce tools like workforce analytics and HR metrics that help in effective planning.3. Aligning HR Strategy with Business Strategy<ul style="list-style-type: none">- Discuss the importance of aligning HR initiatives with the overall business strategy to enhance organizational effectiveness.d) Provide examples of organizations that successfully integrated their HR strategy with their business goals.



	<p>Exercise (5 minutes) –</p> <p>e) Ask students to work in pairs to outline a basic HR strategy for a hypothetical company, considering its business goals and the necessary HR planning steps.</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading -"Strategic Human Resource Management" by Jeffrey Mello3. Homework f) Write a one-page reflection on HR Strategies Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ol style="list-style-type: none">a) Why is it important to align HR strategy with business strategy?b) What are the potential consequences of ineffective HR planning?c) Whom does effective HR planning benefit within an organization? What are the key environmental trends impacting HR?d) How these challenges can be faced in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 23	Course Name: Strategic Human Resource Management Topic: Strategic Recruitment and Selection	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Explain the strategic importance of recruitment and selection in aligning human resources with organizational goals. b. Identify the key steps in the recruitment and selection process and their impact on organizational effectiveness. c. Develop a strategic recruitment plan that incorporates best practices for attracting and selecting talent.
Teaching (if any) Aids	a. PPT on Challenges in SHRM
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What challenges are faced in recruiting the right talent?- How do you think effective recruitment strategies can impact organizational success?- What qualities do you believe are essential for a successful candidate in your field?- What are environmental trends?- Talk about concept of environmental trends and their impact on HR.- Introduce environmental trends in HRM2. Development (30 minutes)<ol style="list-style-type: none">a) The Strategic Importance of Recruitment and Selection<ul style="list-style-type: none">- Discuss how recruitment and selection align with organizational strategy and goals.- Explain the consequences of poor hiring decisions on organizational performanceb) Key Steps in the Recruitment and Selection Process<ul style="list-style-type: none">- Planning: Understanding workforce needs and job analysis.- Strategy Development: Formulating recruitment strategies (internal vs. external).- Searching: Identifying sources for potential candidates.- Screening: Evaluating candidates through resumes, applications, and initial interviews.- Evaluation and Control: Assessing the effectiveness of recruitment strategies and making adjustmentsc) Best Practices in Recruitment and Selection<ul style="list-style-type: none">- Discuss modern recruitment techniques, including social media recruiting, employer branding, and the use of technology in selection processes.- Highlight the importance of diversity and inclusion in recruitment strategies.



	<p>Exercise (5 minutes) – - In pairs, have students create a brief recruitment plan for a hypothetical position in their chosen field, outlining the key steps they would take to attract and select candidates.</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Recruitment and Selection: A Competency Approach" by Gareth Roberts- Homework- Write a one-page reflection on how strategic recruitment can enhance organizational performance. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- Why is strategic recruitment essential for organizational success?- What are the potential risks of ineffective recruitment and selection?- Whom does a well-structured recruitment process benefit within an organization?2. Encourage students to share their thoughts and experiences related to recruitment and selection strategies. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 24	Course Name: Strategic Human Resource Management Topic: Strategic Recruitment and Selection	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Explain the importance of strategic recruitment and selection in organizational contexts. b. Identify and Describe the key steps involved in the strategic recruitment and selection process. c. Apply theoretical knowledge to practical scenarios in recruitment and selection.
Teaching (if any) Aids	a. PPT on Strategic Recruitment and Selection
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What is the difference between recruitment and selection?- Why is strategic recruitment and selection important for organizations?- Can you think of a time when a poor recruitment decision affected an organization?- Talk about its concept, definition and components- Introduce the formal definition of strategic Recruitment and selection- Introduce the significance of strategic Recruitment and selection in organizations.-Development (30 minutes)<ol style="list-style-type: none">Definition and Importance (5 minutes):<ul style="list-style-type: none">- Define strategic recruitment and selection.- Discuss the importance of aligning recruitment and selection with organizational strategy.Key Steps in Strategic Recruitment and Selection (15 minutes):<ul style="list-style-type: none">- Identify job requirements and specifications.- Discuss equal employment opportunity laws and other legal aspects.- Explore various sources such as job boards, social media, and employee referrals.- Describe methods like resume screening, phone interviews, and online assessments.- Discuss types of tests (e.g., skills tests, psychological tests).- Cover effective interviewing practices and common interview types (structured, unstructured).- Explain how to make a selection decision based on candidate evaluations.



	<p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Pair students to conduct mock interviews where one student is the interviewer and the other is the candidate.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Strategic Human Resource Management" by Esha Sharma3. Homework<ul style="list-style-type: none">- Prepare a short report on a real-world example of strategic recruitment and selection, highlighting the steps taken and the outcomes. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What is the theoretical and practical aspects of strategic recruitment and selection?2. What is e-recruitment and e-selection?3. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 25	Course Name: Strategic Human Resource Management Topic: Strategic Recruitment and Selection	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Explain the importance of strategic e-recruitment and e-selection in modern organizational contexts. b. Identify and describe the key steps involved in the strategic e-recruitment and e-selection process. c. Apply theoretical knowledge to practical scenarios in e-recruitment and e-selection.
Teaching (if any) Aids	a. PPT on e-recruitment and e-selection
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What is e-recruitment, and how does it differ from traditional recruitment methods?- Why is strategic e-recruitment important in today's job market?- Can you think of a time when technology significantly impacted a recruitment process?- How do online platforms and social media influence candidate sourcing?- Talk about concept of e-recruitment and e-selection and their impact on HR.- Introduce the concept of e-recruitment & e-selectionDevelopment (30 minutes)<ol style="list-style-type: none">Definition and Importance:<ul style="list-style-type: none">- Define e-recruitment and e-selection, highlighting their role in modern HR practices.- Discuss the importance of aligning e-recruitment with organizational strategy and goals.Key Steps in Strategic e-Recruitment and e-Selection :<ul style="list-style-type: none">- Job Analysis and Job Description: Explain the importance of clear job descriptions and how to make them searchable online.- Sourcing Candidates: Discuss various online methods such as professional social media platforms, job boards, and company websites.- Applicant Tracking Systems (ATS): Describe how ATS can streamline the recruitment process by managing resumes and cover letters.- Online Testing and Interviews: Cover the use of online testing tools and video conferencing for interviews.- Selection Decision: Explain how to make a selection decision based on candidate evaluations and data analytics.



	<p>c) Strategies for Effective e-Recruitment :</p> <ul style="list-style-type: none">- Leverage Data Analytics: Discuss the importance of using data analytics to track and measure the effectiveness of recruitment campaigns.- Optimize Mobile Recruitment: Emphasize the need for mobile-friendly recruitment platforms.- Enhance Candidate Experience: Highlight the importance of clear communication and timely feedback throughout the recruitment process.- Use Social Media Wisely: Explain how to engage with potential candidates on social media platforms. <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Conduct a quick group activity where students brainstorm solutions to a specific e recruitment challenge related to environmental trends. Each group will present their proposed solution to the class
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- " E-Recruitment: Definition, Pros & Cons, and our Tips" by Appvizer.- Global Recruitment Strategy Plan: A Guide for HR Leaders" by PeopleStrong3. Homework<ul style="list-style-type: none">- Ask students to prepare a short report on a real-world example of strategic e-recruitment and e-selection, highlighting the steps taken and the outcomes. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the key environmental trends impacting e-HR?- How e-recruitment challenges can be faced in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 26	Course Name: Strategic Human Resource Management Topic: Reward and Compensation Strategies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. explain the importance of reward and compensation strategies in organizational contexts. b. identify and describe the key components of a comprehensive reward and compensation strategy. c. apply theoretical knowledge to practical scenarios in designing reward and compensation strategies.
Teaching (if any) Aids	a. PPT on Reward and Compensation Strategies
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What is the purpose of a reward and compensation strategy in an organization?- How do reward and compensation strategies impact employee motivation and retention?- Can you think of a time when a reward or compensation strategy influenced your decision to stay or leave a job?- Talk about concept of reward and compensation- Introduce the relevance of reward and compensation strategies.Development (30 minutes)<ol style="list-style-type: none">Definition and Importance :<ul style="list-style-type: none">- Define reward and compensation strategies, highlighting their role in motivating employees and aligning with organizational goals.- Discuss the importance of these strategies in retaining talent, improving performance, and supporting business objectives.Key Components of Reward and Compensation Strategies :<ul style="list-style-type: none">- Compensation: Explain the different types of compensation, including base pay, bonuses, and incentives.- Benefits: Discuss various benefits such as health care coverage, retirement plans, and other non-monetary benefits.- Recognition and Development: Cover the importance of recognition programs and opportunities for professional development.- Well-being: Emphasize the role of well-being initiatives in a comprehensive reward strategy.Designing a Successful Reward and Compensation Strategy :



	<ul style="list-style-type: none">- Align with Organizational Goals: Explain the need for the strategy to align with the organization's core objectives and values.- Conduct Market Research: Discuss the importance of benchmarking and analyzing industry standards to stay competitive. <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Conduct a quick group activity where students brainstorm on the methods of reward and compensation
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- 10 Steps to Designing a Successful Compensation and Reward Strategy" by Cezanne HR.3. Homework<ul style="list-style-type: none">- Ask students to prepare a short report on a real-world example of a reward and compensation strategy, highlighting the key components and outcomes.- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the different methods of reward and compensation?- Who Frame the strategies ?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 27	Course Name: Strategic Human Resource Management Topic: Reward and Compensation Strategies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. explain the importance of reward and compensation strategies in organizational contexts. b. identify and describe the key components of a comprehensive reward and compensation strategy. c. apply theoretical knowledge to practical scenarios in designing reward and compensation strategies.
Teaching (if any) Aids	a. PPT on Reward and Compensation Strategies
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What is the purpose of a reward and compensation strategy in an organization?- How do reward and compensation strategies impact employee motivation and retention?- Can you think of a time when a reward or compensation strategy influenced your decision to stay or leave a job?- Talk about concept of reward and compensation- Introduce the relevance of reward and compensation strategies.Development (30 minutes)<ol style="list-style-type: none">Definition and Importance :<ul style="list-style-type: none">- Define reward and compensation strategies, highlighting their role in motivating employees and aligning with organizational goals.- Discuss the importance of these strategies in retaining talent, improving performance, and supporting business objectives.Key Components of Reward and Compensation Strategies :<ul style="list-style-type: none">- Compensation: Explain the different types of compensation, including base pay, bonuses, and incentives.- Benefits: Discuss various benefits such as health care coverage, retirement plans, and other non-monetary benefits.- Recognition and Development: Cover the importance of recognition programs and opportunities for professional development.- Well-being: Emphasize the role of well-being initiatives in a comprehensive reward strategy.Designing a Successful Reward and Compensation Strategy :



	<ul style="list-style-type: none">- Align with Organizational Goals: Explain the need for the strategy to align with the organization's core objectives and values.- Conduct Market Research: Discuss the importance of benchmarking and analyzing industry standards to stay competitive. <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Conduct a quick group activity where students brainstorm on the methods of reward and compensation
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- 10 Steps to Designing a Successful Compensation and Reward Strategy" by Cezanne HR.3. Homework<ul style="list-style-type: none">- Ask students to prepare a short report on a real-world example of a reward and compensation strategy, highlighting the key components and outcomes.- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the different methods of reward and compensation?- Who Frame the strategies ?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 28	Course Name: Strategic Human Resource Management Topic: Training Strategies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> explain the importance of training strategies in organizational development. identify and describe the key components of effective training strategies. apply theoretical knowledge to practical scenarios in designing and implementing training strategies.
Teaching (if any) Aids	<ol style="list-style-type: none"> PPT on training
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What is the purpose of training in an organizational context? How do training strategies impact employee performance and organizational success? Can you think of a time when a training program significantly improved your skills or knowledge? Talk about concept of training Introduce the importance of training in HRM Development (30 minutes) <ol style="list-style-type: none"> Definition and Importance: <ul style="list-style-type: none"> Define training strategies and their role in organizational development. Discuss the importance of training in enhancing employee skills, improving performance, and supporting business objectives. Key Components of Training Strategies : <ul style="list-style-type: none"> Needs Assessment: Explain the process of identifying training needs through surveys, performance reviews, and gap analysis. Learning Objectives: Discuss the importance of setting clear learning objectives and outcomes. Training Methods: Cover various training methods such as on-the-job training, classroom training, e-learning, and mentoring. Evaluation and Feedback: Emphasize the need for continuous evaluation and feedback to ensure the effectiveness of training programs. Designing and Implementing Training Strategies : <ul style="list-style-type: none"> Align with Organizational Goals: Explain the need for training strategies to align with the organization's core objectives and values. Choose Appropriate Training Methods: Discuss how to



	<p>select the most effective training methods based on the needs and preferences of the learners.</p> <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Group Discussion Points: Ask each group to brainstorm and discuss the following:- What would be the key components of the training strategy?- How would you assess the training needs of the employees?- What training methods would be most effective for this scenario?- How would you evaluate the success of the training prog ?
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading - " 10 Steps to Creating a Successful Training Program" by Training Magazine <p>Homework</p> <ul style="list-style-type: none">- prepare a short report on a real-world example of a training strategy, highlighting the key components and outcomes. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- Why training is important?- Which training method is the most important effective one?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 29	Course Name: Strategic Human Resource Management Topic: Development Strategies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. explain the importance of development strategies in organizational contexts. b. identify and describe the key components of effective development strategies. c. apply theoretical knowledge to practical scenarios in designing and implementing development strategies.
Teaching (if any) Aids	a. PPT on Development Strategies
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What is the purpose of development strategies in an organizational context?- How do development strategies impact employee growth and organizational performance?- Can you think of a time when a development strategy significantly improved your skills or those of your colleagues?- Talk about concept of development strategies in an organisational context.- Introduce development strategies2. Development (30 minutes)<ol style="list-style-type: none">a) Definition and Importance:<ul style="list-style-type: none">- Define development strategies and their role in enhancing employee skills and organizational performance.- Discuss the importance of development in aligning with organizational goals and supporting business objectives.b) Key Components of Development Strategies:<ul style="list-style-type: none">- Needs Assessment: Explain the process of identifying development needs through performance reviews, gap analysis, and feedback.- Learning Objectives: Discuss the importance of setting clear learning objectives and outcomes.- Development Methods: Cover various development methods such as training programs, mentoring, coaching, and job rotations.- Evaluation and Feedback: Emphasize the need for continuous evaluation and feedback to ensure the effectiveness of development programs.c) Designing and Implementing Development Strategies:<ul style="list-style-type: none">- Align with Organizational Goals: Explain the need for development strategies to align with the organization's core objectives and values.- Engage Stakeholders: Highlight the role of various



	<p>d) Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Ask each group to brainstorm and discuss the following:- What would be the key components of the development strategy?- How would you assess the development needs of the employees?- What development methods would be most effective for this scenario?- How would you evaluate the success of the development program?
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "The Importance of Employee Development" by Harvard Business Review.3. Homework<ul style="list-style-type: none">- Write a one-page reflection on Development Strategies <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the development strategies in HR?- How these development strategies are used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 30	Course Name: Strategic Human Resource Management Topic: Performance Management Strategies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Define performance management and explain its importance b. Describe the key components of an effective performance management system c. Identify best practices for conducting performance reviews
Teaching Aids (if any)	a. PPT
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What do you think of performance management is and why it's important- Provide a brief overview of performance management.- Talk about concept of performance management in an organisational context.2. Development (30 minutes)<ol style="list-style-type: none">a) Goal Setting<ul style="list-style-type: none">- Establish clear, measurable goals aligned with company objectives- Involve employees in the goal-setting processb) Performance Measurement<ul style="list-style-type: none">- Identify key performance indicators (KPIs) to track progress- Use a variety of methods (e.g., 360-degree feedback, self-assessments)c) Feedback and Coaching<ul style="list-style-type: none">- Provide regular, constructive feedback to help employees improve- Coach employees to develop new skills and reach their full potentiald) Performance Reviews<ul style="list-style-type: none">- Conduct formal reviews at least annually to discuss progress and set new goals- Use a consistent format and ratinge) Exercise (5 minutes) –<ul style="list-style-type: none">- Divide students into small groups- Ask each group to identify a challenge in to be identified in performance management system and propose a solution- Have groups share their ideas with the class



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading - " Pulakos, E. D. (2018). Performance management: A new approach for driving business results. John Wiley & Sons.3. Homework<ul style="list-style-type: none">• Interview a manager or HR professional about their organization's performance management practices• Write a 1-2 page reflection on what you learned and how it relates to the concepts covered in class <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- Why is performance management important for organizations?- Who is responsible for effective performance management in an organization?- Where should performance management fit into an organization's overall HR strategy?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 31	Course Name: Strategic Human Resource Management Topic: Performance Management Strategies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define performance management and explain its importance Describe the key components of an effective performance management system Identify best practices for conducting performance reviews
Teaching Aids (if any)	<ol style="list-style-type: none"> PPT
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What do you think of performance management is and why it's important Provide a brief overview of performance management. Talk about concept of performance management in an organisational context. Development (30 minutes) <ol style="list-style-type: none"> Goal Setting <ul style="list-style-type: none"> Establish clear, measurable goals aligned with company objectives Involve employees in the goal-setting process Performance Measurement <ul style="list-style-type: none"> Identify key performance indicators (KPIs) to track progress Use a variety of methods (e.g., 360-degree feedback, self-assessments) Feedback and Coaching <ul style="list-style-type: none"> Provide regular, constructive feedback to help employees improve Coach employees to develop new skills and reach their full potential Performance Reviews <ul style="list-style-type: none"> Conduct formal reviews at least annually to discuss progress and set new goals Use a consistent format and rating Exercise (5 minutes) – <ul style="list-style-type: none"> Divide students into small groups Ask each group to identify a challenge in to be identified in performance management system and propose a solution Have groups share their ideas with the class



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading - " Pulakos, E. D. (2018). Performance management: A new approach for driving business results. John Wiley & Sons.3. Homework<ul style="list-style-type: none">• Interview a manager or HR professional about their organization's performance management practices• Write a 1-2 page reflection on what you learned and how it relates to the concepts covered in class <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- Why is performance management important for organizations?- Who is responsible for effective performance management in an organization?- Where should performance management fit into an organization's overall HR strategy?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 32	Course Name: Strategic Human Resource Management Topic: Retention Strategies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Identify key factors that influence employee retention. b. Describe various retention strategies and their effectiveness. c. Develop a basic retention plan tailored to a specific organization
Teaching Aids (if any)	a. PPT
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What do you think are the top reasons employees leave an organization?- Can you name any successful retention strategies you've heard of?- Why do you believe employee retention is critical for organizations?- Briefly introduce the lesson objectives and outline the agenda.2. Development (30 minutes)<ol style="list-style-type: none">a) Understanding Employee Retention<ul style="list-style-type: none">- Definition: Employee retention refers to the ability of an organization to keep its employees over time.- Importance: High turnover can lead to increased costs, loss of knowledge, and decreased morale.-b) Key Factors Influencing Employee Retention<ul style="list-style-type: none">- Job Satisfaction: Employees who find their work fulfilling are more likely to stay.- Compensation and Benefits: Competitive salaries and comprehensive benefits packages are crucial.- Career Development Opportunities: Opportunities for advancement and skill development can enhance retention.- Work Environment: A positive and inclusive workplace culture fosters loyalty.- Work-Life Balance: Flexible schedules and support for personal commitments can improve retention.c) Effective Retention Strategies<ul style="list-style-type: none">- Onboarding and Training: A strong onboarding process helps new hires integrate and feel valued.- Regular Feedback and Recognition: Providing consistent feedback and recognizing achievements can boost morale.- Career Development Programs: Offering training,



	<p>mentorship, and clear pathways for advancement.</p> <ul style="list-style-type: none">- Employee Engagement Initiatives: Activities that promote team bonding and a sense of belonging.- Exit Interviews: Conducting interviews to understand why employees leave and using that information to improve retention efforts. <p>d) Exercise (5 min)</p> <ul style="list-style-type: none">- Divide students into small groups and assign each group one retention strategy.- Ask them to brainstorm how they would implement that strategy in a hypothetical organization.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Allen, D. G., & Bryant, P. C. (2019). Managing Employee Retention: A Strategic Approach. Routledge. Pgn-125-273. Homework<ul style="list-style-type: none">- Write a one-page reflection on Retention Strategies <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- Why is employee retention important for organizational success?- Who within an organization is typically responsible for implementing retention strategies?- Where can organizations find resources or tools to improve their retention strategies?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 33	Course Name: Strategic Human Resource Management Topic: Retrenchment Strategies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define retrenchment strategy and explain when it is appropriate to use Describe the different types of retrenchment strategies and their key characteristics Identify the potential advantages and disadvantages of implementing a retrenchment strategies.
Teaching Aids (if any)	<ol style="list-style-type: none"> PPT
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What is the purpose of retrenchment strategies in an organizational context? How do retrenchment strategies impact employee growth and organizational performance? Talk about concept of retrenchment strategies in an organisational context. Introduce retrenchment strategies Development (30 minutes) <ol style="list-style-type: none"> What is Retrenchment Strategy? <ul style="list-style-type: none"> Definition: A corporate-level strategy that involves reducing the size, scope, or diversity of a company's operations to improve financial performance Reasons for use: Financial difficulties, intense competition, need to focus on core competencies Types of Retrenchment Strategies <ul style="list-style-type: none"> Turnaround Strategy Used when a company is experiencing financial troubles and needs to make significant changes to return to profitability May involve restructuring, cost reduction, and selling non-core assets Divestment Strategy Selling off non-core businesses or assets to focus on core competencies Can free up resources and reduce complexity Closure Strategy Shutting down unprofitable or underperforming business units or operations Involves layoffs, asset sales, and consolidation Liquidation Strategy <ul style="list-style-type: none"> Selling off all assets to pay off debts and close down the business Used as a last resort when facing insurmountable



	<p>financial difficulties</p> <p>d) Advantages of Retrenchment Strategies</p> <p>Cost savings: Cutting expenses and streamlining operations</p> <p>Improved performance: Increased productivity and efficiency</p> <p>e) Disadvantages of Retrenchment Strategies</p> <ul style="list-style-type: none">- Employee layoffs: Loss of dedicated workers and potential damage to morale- Criticism: Negative public and social media reactions <p>f) Exercise (5 min)</p> <p>Divide students into small groups</p> <p>Assign each group a retrenchment strategy type</p> <p>Ask them to identify a hypothetical company that could benefit from that strategy and explain why</p> <p>Have groups share their ideas with the class</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- Hitt, M. A., Ireland, R. D., & Hoskisson, R. E. (2016). Strategic Management: Competitiveness and Globalization. Cengage Learninghttps://thestrategy.com/blog/what-is-a-retrenchment-strategy-explained-with-types-3. Homework<ul style="list-style-type: none">- Write a one-page reflection on Retrenchment StrategiesSpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the retrenchment strategies in HR?- How these development strategies are used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 34	Course Name: Strategic Human Resource Management Topic: HR Strategies in multinational, global and transnational companies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Differentiate between multinational, global, and transnational companies and their HR strategies. b. Identify key HR challenges faced by these types of companies and propose effective strategies to address them. c. Analyze the impact of cultural differences on HR practices in multinational environment
Teaching Aids (if any)	a. PPT
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What do you think are the main differences between multinational, global, and transnational companies? - Why is it important for HR strategies to adapt to different international contexts? - Can you think of any challenges that HR might face in a global organization? - Talk about challenges of HR in global context 2. Development (30 minutes) <ol style="list-style-type: none"> a) Definitions and Differences Multinational Companies (MNCs): Operate in multiple countries but maintain a strong focus on the home country. HR strategies often reflect local practices. Global Companies: Operate on a global scale with standardized practices across all locations. HR strategies are more uniform and centralized. Transnational Companies: Combine elements of both MNCs and global companies, allowing for local responsiveness while maintaining global efficiency. HR strategies are flexible and adaptive. b) Key HR Challenges Cultural Differences: Understanding and managing diverse cultures is crucial for effective HR practices. Compliance with Local Laws: Navigating varying labor laws and regulations in different countries. Talent Acquisition and Retention: Developing strategies to attract and retain talent in diverse markets. Communication Barriers: Ensuring effective communication across different regions and languages. c) Effective HR Strategies Cultural Training and Development: Implement training programs to enhance cultural awareness and sensitivity among employees.



	<p>Localized HR Policies: Adapt HR policies to align with local customs and regulations while maintaining core company values.</p> <p>Global Talent Management: Develop a robust talent acquisition strategy that focuses on local talent development and offers competitive compensation.</p> <p>Agile HR Technology: Utilize HR technology to facilitate communication, collaboration, and data management across global teams.</p> <p>d) Exercise (5 min)</p> <p>Divide students into small groups and assign each group a type of company (MNC, global, transnational). Ask them to brainstorm specific HR strategies that would be effective for their assigned company type, considering the challenges discussed.</p> <p>Have groups share their ideas with the class</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading - "The Importance of Employee Development" by Harvard Business Review. https://innovationinsider.info/international-vs-transnational/3. Homework<ul style="list-style-type: none">- Research a multinational or transnational company and analyze its HR strategies.- Write a 1-2 page report discussing how these strategies address the challenges of operating in multiple countries.- Be prepared to present your findings in the next class.- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- Why is it essential for HR strategies to be tailored to the specific needs of multinational, global, and transnational companies?- Who plays a crucial role in developing and implementing HR strategies in these organizations?- Where can companies find resources to help them navigate the complexities of international HR management?- Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 35	Course Name: Strategic Human Resource Management Topic: HR Strategies in multinational, global and transnational companies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Differentiate between multinational, global, and transnational companies and their HR strategies. b. Identify key HR challenges faced by these types of companies and propose effective strategies to address them. c. Analyze the impact of cultural differences on HR practices in multinational environment
Teaching Aids (if any)	a. PPT
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What do you think are the main differences between multinational, global, and transnational companies?- Why is it important for HR strategies to adapt to different international contexts?- Can you think of any challenges that HR might face in a global organization?- Talk about challenges of HR in global context2. Development (30 minutes)<ol style="list-style-type: none">a) Definitions and Differences Multinational Companies (MNCs): Operate in multiple countries but maintain a strong focus on the home country. HR strategies often reflect local practices. Global Companies: Operate on a global scale with standardized practices across all locations. HR strategies are more uniform and centralized. Transnational Companies: Combine elements of both MNCs and global companies, allowing for local responsiveness while maintaining global efficiency. HR strategies are flexible and adaptive.b) Key HR Challenges Cultural Differences: Understanding and managing diverse cultures is crucial for effective HR practices. Compliance with Local Laws: Navigating varying labor laws and regulations in different countries. Talent Acquisition and Retention: Developing strategies to attract and retain talent in diverse markets. Communication Barriers: Ensuring effective communication across different regions and languages.c) Effective HR Strategies Cultural Training and Development: Implement training programs to enhance cultural awareness and sensitivity among employees.



	<p>Localized HR Policies: Adapt HR policies to align with local customs and regulations while maintaining core company values.</p> <p>Global Talent Management: Develop a robust talent acquisition strategy that focuses on local talent development and offers competitive compensation.</p> <p>Agile HR Technology: Utilize HR technology to facilitate communication, collaboration, and data management across global teams.</p> <p>d) Exercise (5 min)</p> <p>Divide students into small groups and assign each group a type of company (MNC, global, transnational). Ask them to brainstorm specific HR strategies that would be effective for their assigned company type, considering the challenges discussed.</p> <p>Have groups share their ideas with the class</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading - "The Importance of Employee Development" by Harvard Business Review. https://innovationinsider.info/international-vs-transnational/3. Homework<ul style="list-style-type: none">- Research a multinational or transnational company and analyze its HR strategies.- Write a 1-2 page report discussing how these strategies address the challenges of operating in multiple countries.- Be prepared to present your findings in the next class.- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- Why is it essential for HR strategies to be tailored to the specific needs of multinational, global, and transnational companies?- Who plays a crucial role in developing and implementing HR strategies in these organizations?- Where can companies find resources to help them navigate the complexities of international HR management?- Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 36	Course Name: Strategic Human Resource Management Topic: Mergers and Acquisitions	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Define mergers and acquisitions (M&A) and explain their significance in the business world. b. Identify different types of mergers and acquisitions and the strategic reasons behind them. c. Analyze the potential benefits and challenges associated with M&A transactions.
Teaching Aids (if any)	a. PPT
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- Define mergers and acquisitions (M&A) and explain their significance in the business world.- Identify different types of mergers and acquisitions and the strategic reasons behind them.- Analyze the potential benefits and challenges associated with M&A transactions.- Talk about concept of Merger and Acquisition in an organisational context.Development (30 minutes)<ol style="list-style-type: none">What are Mergers and Acquisitions?<p>Definition: Mergers and acquisitions refer to the consolidation of companies or assets. A merger occurs when two companies combine to form a new entity, while an acquisition involves one company taking over another.</p>Types of Mergers and Acquisitions<p>Horizontal Mergers: Between companies in the same industry (e.g., two car manufacturers). Vertical Mergers: Between companies at different stages of production in the same industry (e.g., a manufacturer merging with a supplier). Conglomerate Mergers: Between companies in unrelated businesses (e.g., a food company merging with a technology firm). Market Extension Acquisitions: Acquiring a company to enter a new market (e.g., a U.S. company acquiring a European firm).</p>Strategic Reasons for M&A<p>Growth: Rapidly increase market share or enter new markets. Synergies: Achieve cost savings and efficiencies through economies of scale. Diversification: Reduce risk by entering new industries</p>



	<p>or markets. Access to Technology: Acquire new technologies or expertise.</p> <p>d) Benefits and Challenges Benefits: Increased market power and competitive advantage. Enhanced financial performance and shareholder value. Broader product offerings and customer base. Challenges: Cultural integration issues between merging companies. Regulatory hurdles and compliance challenges. Potential job losses and employee dissatisfaction.</p> <p>e) Exercise (5 min) Divide students into small groups and assign each group a recent merger or acquisition case (e.g., Facebook's acquisition of Instagram, Disney's acquisition of 21st Century Fox). Ask them to discuss the strategic reasons behind the deal and its potential impact on stakeholders. Have groups share their findings with the class.</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading - "https://www.youtube.com/watch?v=DQVpD9Lpg883. Homework<ul style="list-style-type: none">- Write a one-page reflection on Mergers and Acquisitions Strategies- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- Why do companies pursue mergers and acquisitions instead of organic growth?- Who are the key stakeholders involved in M&A transactions, and how are they affected?- Where can companies find resources or guidance to navigate the complexities of mergers and acquisitions?- Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 37	Course Name: Strategic Human Resource Management Topic: Mergers and Acquisitions	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Define mergers and acquisitions (M&A) and explain their significance in the business world. b. Identify different types of mergers and acquisitions and the strategic reasons behind them. c. Analyze the potential benefits and challenges associated with M&A transactions.
Teaching Aids (if any)	a. PPT
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- Define mergers and acquisitions (M&A) and explain their significance in the business world.- Identify different types of mergers and acquisitions and the strategic reasons behind them.- Analyze the potential benefits and challenges associated with M&A transactions.- Talk about concept of Merger and Acquisition in an organisational context.2. Development (30 minutes)<ol style="list-style-type: none">a) What are Mergers and Acquisitions? Definition: Mergers and acquisitions refer to the consolidation of companies or assets. A merger occurs when two companies combine to form a new entity, while an acquisition involves one company taking over another.b) Types of Mergers and Acquisitions Horizontal Mergers: Between companies in the same industry (e.g., two car manufacturers). Vertical Mergers: Between companies at different stages of production in the same industry (e.g., a manufacturer merging with a supplier). Conglomerate Mergers: Between companies in unrelated businesses (e.g., a food company merging with a technology firm). Market Extension Acquisitions: Acquiring a company to enter a new market (e.g., a U.S. company acquiring a European firm).c) Strategic Reasons for M&A Growth: Rapidly increase market share or enter new markets. Synergies: Achieve cost savings and efficiencies through economies of scale. Diversification: Reduce risk by entering new industries



	<p>or markets. Access to Technology: Acquire new technologies or expertise.</p> <p>d) Benefits and Challenges Benefits: Increased market power and competitive advantage. Enhanced financial performance and shareholder value. Broader product offerings and customer base. Challenges: Cultural integration issues between merging companies. Regulatory hurdles and compliance challenges. Potential job losses and employee dissatisfaction.</p> <p>e) Exercise (5 min) Divide students into small groups and assign each group a recent merger or acquisition case (e.g., Facebook's acquisition of Instagram, Disney's acquisition of 21st Century Fox). Ask them to discuss the strategic reasons behind the deal and its potential impact on stakeholders. Have groups share their findings with the class.</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading - "https://www.youtube.com/watch?v=DQVpD9Lpg883. Homework<ul style="list-style-type: none">- Write a one-page reflection on Mergers and Acquisitions Strategies- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- Why do companies pursue mergers and acquisitions instead of organic growth?- Who are the key stakeholders involved in M&A transactions, and how are they affected?- Where can companies find resources or guidance to navigate the complexities of mergers and acquisitions?- Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 38	Course Name: Strategic Human Resource Management Topic: Competitive Advantage	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define competitive advantage and explain its significance in business strategy. Identify and differentiate between the various types of competitive advantages. Analyze how companies can achieve and sustain their competitive advantage in the marketplace.
Teaching (if any) Aids	<ol style="list-style-type: none"> PPT
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What does "competitive advantage" mean to you in a business context? Can you name a company that you believe has a strong competitive advantage? What makes it stand out? Why is having a competitive advantage important for a company's success? Briefly introduce the concept of competitive advantage. Development (30 minutes) <ol style="list-style-type: none"> What is Competitive Advantage? <ul style="list-style-type: none"> Definition: Competitive advantage refers to the attributes that allow an organization to outperform its competitors. It can be achieved through various strategies, including cost leadership, differentiation, and focus. Types of Competitive Advantage <ul style="list-style-type: none"> Cost Advantage: <p>Description: When a company can produce goods or services at a lower cost than its competitors.</p> <p>Example: Walmart's efficient supply chain and bulk purchasing power allow it to offer lower prices than competitors.</p> Differentiation Advantage: <p>Description: When a company offers unique products or services that stand out in the market, allowing it to charge a premium price.</p> <p>Example: Apple's innovative technology and design create strong brand loyalty and justify higher prices.</p> Focus Advantage: <p>Description: When a company targets a specific market niche and tailors its offerings to meet the unique needs of that segment.</p> <p>Example: Rolex focuses on the luxury watch market, providing high-quality products and exclusivity.</p>



	<ul style="list-style-type: none">c) Sources of Competitive Advantage<ul style="list-style-type: none">- Resources and Capabilities: Unique resources (e.g., patents, brand reputation) and capabilities (e.g., skilled workforce, advanced technology) that are difficult for competitors to imitate.- Market Position: A strong market position can lead to customer loyalty and higher sales.- Innovation: Continuous innovation can help a company stay ahead of competitors.- Sustaining Competitive Advantaged) Continuous Improvement: Regularly enhancing products, services, and processes to maintain an edge.<ul style="list-style-type: none">-Adaptability: Being responsive to market changes and customer needs.- Building Barriers to Entry: Creating obstacles for new competitors, such as brand loyalty or proprietary technology.e) Exercise (5 min)f) Divide students into small groups and assign each group a well-known company (e.g., Amazon, Tesla, Coca-Cola).g) Ask them to identify the type of competitive advantage the company holds and discuss how it sustains that advantage.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "The Importance of Employee Development" by Harvard Business Review.3. Homework<ul style="list-style-type: none">- Write a one-page reflection on Competitive AdvantageSpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the competitive advantage strategies in HR?- How these strategies are used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 39	Course Name: Strategic Human Resource Management Topic: Case Study on Golden Career	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. Analyze the key life lessons and challenges faced by retirees as presented in the "Golden Career" case study. b. Discuss the implications of these lessons on personal and professional development. c. Reflect on how the experiences of retirees can inform current workforce practices and policies.
Teaching Aids (if any)	a. PPT
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What do you think are some common challenges faced by retirees?- Can you share any lessons you've learned from older generations?- Why do you believe it is important to understand the experiences of retirees?- Briefly introduce the lesson objectives and outline the agenda for the session.2. Development (30 minutes)<ol style="list-style-type: none">a) Overview of the Case Study<ul style="list-style-type: none">- Background: Introduce the "Golden Career" case study, highlighting the focus on retirees from the federation of senior citizens in Talugtug, Nueva Ecija.- Methodology: Explain the qualitative research method used to gather insights from retirees about their life lessons and challenges.b) Key Findings<ul style="list-style-type: none">- Golden Life Lessons:<ul style="list-style-type: none">- Importance of being a good parent and spouse.- Value of hard work and diligence in education.- The significance of contentment and validation in relationships.c) Challenges Faced by Retirees:<ul style="list-style-type: none">- Economic hardships and poverty experienced during their working years.- Emotional challenges, including judgment from family and society.- The impact of past experiences on their current well-being and family dynamics.- Implications for Personal and Professional Developmentd) Discuss how the lessons learned by retirees can be applied to current workforce practices, such as:



	<ul style="list-style-type: none">- The importance of mentorship and knowledge transfer between generations.- Strategies for supporting employees as they transition to retirement.- Encouraging a culture of lifelong learning and adaptability. <p>e) Exercise (5 min) Divide students into small groups and ask them to discuss one of the following prompts: Identify a lesson from the case study that resonates with you and explain why. Discuss how organizations can better support retirees and facilitate their transition into retirement.</p> <p>-</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Golden Careers: Money Isn't Everything by Harvard Business Review.3. Homework<ul style="list-style-type: none">- Write a one-page reflection on the case study- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ol style="list-style-type: none">1. Why is it important to study the experiences and challenges of retirees?2. Who benefits from understanding the lessons learned by retirees?3. Where can organizations implement changes based on the insights gained from the case study?<ul style="list-style-type: none">- What are the development strategies in HR?- How these development strategies are used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 41	Course Name: Strategic Human Resource Management Topic: Evaluating HR functions	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define and explain the various functions of Human Resources (HR) within an organization. Evaluate the effectiveness of HR functions in contributing to organizational goals and employee satisfaction. Apply different evaluation techniques to assess specific HR functions, such as recruitment, performance management, and employee development.
Teaching (if any) Aids	<ol style="list-style-type: none"> PPT
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What are the primary functions of Human Resources in an organization? How do effective HR functions contribute to overall organizational success? Can you think of a situation where an HR function failed and impacted the organization negatively? What metrics or criteria can we use to evaluate the effectiveness of HR functions? Why is it important for organizations to regularly assess their HR functions? Development (30 minutes) <ol style="list-style-type: none"> Overview of HR Functions (10 minutes): <ul style="list-style-type: none"> Define key HR functions such as recruitment, performance management, training and development, compensation and benefits, employee relations, and compliance. Discuss the strategic role of HR in aligning these functions with organizational objectives. Importance of Evaluating HR Functions (10 minutes): <ul style="list-style-type: none"> Explain why evaluating HR functions is crucial for identifying strengths and weaknesses. Discuss how effective evaluation can lead to improved employee engagement, retention, and overall organizational performance. Evaluation Techniques for HR Functions (10 minutes): <ul style="list-style-type: none"> Introduce various evaluation techniques such as: <ul style="list-style-type: none"> Surveys and Feedback: Collecting employee feedback on HR services. Performance Metrics: Using key performance indicators (KPIs) related to recruitment, turnover rates, and employee satisfaction. Benchmarking: Comparing HR practices against industry



	<p>standards or best practices.</p> <ul style="list-style-type: none">- 360-Degree Feedback: Gathering feedback from multiple sources regarding performance management <p>d) Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Identify which HR function is underperforming.- Propose evaluation techniques that could be applied to assess this function.- Discuss potential improvements based on their evaluation findings.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- " The Importance of Employee Development" by Harvard Business Review.3. Homework<ul style="list-style-type: none">- Ask students to write a report on a real-world example of an organization that successfully evaluated its HR functions, detailing the methods used and outcomes achieved.- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the strategies in HR?- How these development strategies are used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 42	Course Name: Strategic Human Resource Management Topic: Benchmarking HR Functions	Course No: MBA-331
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Objectives	At the end of the to lesson the student shall be able to: <ul style="list-style-type: none"> a. Define HR benchmarking and explain its significance in evaluating HR functions. b. Identify and describe the different types of benchmarking (internal and external) and their applications in HR. c. Apply benchmarking techniques to evaluate specific HR functions within an organization explain the importance of development strategies in organizational contexts.
Teaching (if any)	Aids a. PPT
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What is HR benchmarking, and how does it differ from general benchmarking? - Why is benchmarking important for evaluating HR functions? - Can you think of a situation where benchmarking could help improve an HR process? - What types of data do you think are essential for effective HR benchmarking? - How can organizations use benchmarking to enhance employee engagement and retention? - Development (30 minutes) <ol style="list-style-type: none"> a) Overview of HR Benchmarking <ul style="list-style-type: none"> - Define HR benchmarking and its purpose in comparing HR practices against industry standards or competitors. - Discuss the significance of benchmarking for continuous improvement in HR functions. b) Types of Benchmarking: <ul style="list-style-type: none"> - Internal Benchmarking: Explain how organizations compare their own departments or teams to identify best practices. - External Benchmarking: Discuss how organizations compare their practices with those of similar companies in the industry. - Highlight the importance of both types in identifying strengths and areas for improvement. c) Benchmarking Process : <ul style="list-style-type: none"> - Outline the steps involved in the benchmarking process: - Define Focus Areas: Identify which HR functions need evaluation (e.g., recruitment, performance management). - Select Metrics: Determine relevant metrics for comparison (e.g., turnover rates, time-to-hire, employee satisfaction scores).



	<ul style="list-style-type: none">- Collect Data: Gather data from internal sources or external benchmarking reports.- Analyze Gaps: Compare internal performance against external benchmarks to identify gaps. <p>d) Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Identify which HR function was benchmarked.- Discuss the metrics used for benchmarking.- Propose recommendations based on the case study findings.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "How to Conduct Effective HR Benchmarking" by SHRM.3. Homework<ul style="list-style-type: none">- Ask students to write a report on a real-world example of how a company used benchmarking to enhance its HR functions, detailing the methods used and outcomes achieved.- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What is HR Benchmarking?- How these benchmarking strategies are used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 43	Course Name: Strategic Human Resource Management Topic: Balanced Scorecard	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Define the balanced scorecard and explain its purpose in strategic management. b. Identify and describe the four perspectives of the balanced scorecard: Financial, Customer, Internal Processes, and Learning & Growth. c. Apply the balanced scorecard framework to evaluate an organization's performance and develop strategic initiatives.
Teaching (if any) Aids	a. PPT
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What do you think are the limitations of traditional financial performance measures? - How can a balanced scorecard provide a more comprehensive view of organizational performance? - What are some key performance indicators (KPIs) you are familiar with in business? - Why is it important for organizations to consider customer satisfaction alongside financial metrics? - How can learning and growth contribute to an organization's long-term success? - Development (30 minutes) <ol style="list-style-type: none"> a) Overview of the Balanced Scorecard <ul style="list-style-type: none"> - Define the balanced scorecard as a strategic planning and management tool that helps organizations align business activities to the vision and strategy of the organization. - Discuss its role in improving internal and external communications and monitoring organizational performance against strategic goals. b) Four Perspectives of the Balanced Scorecard: <ul style="list-style-type: none"> - Financial Perspective: Explain how financial metrics indicate whether an organization's strategy is contributing to bottom-line improvement. - Customer Perspective: Discuss how understanding customer needs and satisfaction can drive business success. - Internal Processes Perspective: Identify key internal processes that must be excelled at to meet customer expectations and achieve financial goals. - Learning & Growth Perspective: Highlight the importance of employee training, corporate culture, and innovation in achieving long-term objectives.



	<p>c) Application of the Balanced Scorecard:</p> <ul style="list-style-type: none">- Introduce how organizations can use the balanced scorecard framework to set specific objectives, measures, targets, and initiatives for each perspective. <p>d) Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Identify potential KPIs for each of the four perspectives.- Discuss how these KPIs can help improve organizational performance.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- " The Balanced Scorecard—Measures That Drive Performance" by Kaplan & Norton .3. Homework<ul style="list-style-type: none">- Write a one-page reflection on Balance scorecard- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What is balance scorecard?- How these strategies are used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 44	Course Name: Strategic Human Resource Management Topic: Competency Mapping	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define competency mapping and explain its significance in organizational settings. Identify and differentiate between knowledge, skills, and personal attributes required for specific roles. Develop a basic competency map for a chosen role within an organization .
Teaching Aids (if any)	<ol style="list-style-type: none"> PPT
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What do you think are the most important skills for success in your desired career? How do organizations determine what competencies are needed for various roles? Can you think of a time when you felt your skills were not aligned with your job requirements? Talk about concept of competency mapping in an organisational context. Introduce the concept of Competency Mapping Development (30 minutes) <ol style="list-style-type: none"> Definition and Importance: <ul style="list-style-type: none"> Explain competency mapping as a process that identifies the knowledge, skills, and attributes necessary for specific roles in an organization. Discuss its importance in recruitment, training, and performance management. Core Components: <ul style="list-style-type: none"> Knowledge: The expertise required for a role. Skills: The abilities that enable task completion. Personal Attributes: Traits that influence how tasks are approached. Steps in Competency Mapping: <ul style="list-style-type: none"> Identify organizational goals. Perform a needs assessment. Analyze existing competencies. Identify gaps and create an action plan. Exercise (5 minutes) – <ul style="list-style-type: none"> Have students work in pairs to create a simple competency map for a role they are familiar with (e.g., marketing manager). They should identify at least three competencies under each category (knowledge, skills, personal attributes).



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "Competency Mapping: A Quick-and-Easy Guide for HR Leaders" by In Stride3. Homework<ul style="list-style-type: none">- Write a one-page reflection on how competency mapping can impact career development and organizational success. Include examples from personal experiences or observations.- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What is competency mapping in HR?- How Competency Mapping is used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 45	Course Name: Strategic Human Resource Management Topic: HR Process Restructuring	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: a. HR process restructuring and articulate its significance in organizational change. b. Identify the critical steps involved in HR restructuring, including planning, communication, and implementation. c. Assess the potential impacts of HR restructuring on employees and organizational culture.
Teaching Aids (if any)	a. PPT
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What do you think are the main reasons organizations undergo HR restructuring?- How might restructuring impact employee morale and productivity?- Can you think of a recent example of a company that restructured its HR processes? What were the outcomes?- Talk about concept of HR Process Restructuring in an organisational context.- Introduce HR process restructuring2. Development (30 minutes)<ol style="list-style-type: none">a) Definition and Importance: - Explain that HR process restructuring involves reshaping how an organization manages its workforce to enhance efficiency, adapt to market changes, or improve performance.b) Key Steps in HR Restructuring:<ul style="list-style-type: none">- Planning: Assess current structures and identify necessary changes.- Communication: Develop a strategy to inform employees about changes transparently.- Implementation: Execute the restructuring plan while providing support to affected employees.c) Considerations for Successful Restructuring:<ul style="list-style-type: none">- Legal compliance and ethical considerations during layoffs or role changes.- The importance of training and support for employees transitioning into new roles.d) Continuous evaluation of the restructuring process to ensure alignment with organizational goalsa) Exercise (5 minutes) –<ul style="list-style-type: none">- Have students work in small groups to outline a basic restructuring plan for a hypothetical organization facing budget cuts.- They should identify at least three key steps they would



	take and potential challenges they might encounter.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "The Role of HR in Organizational Change" by TestGorilla3. Homework<ul style="list-style-type: none">- Write a one-page reflection on HR Restructuring- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the HR Restructuring?- How these HR Restructuring are used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 46	Course Name: Strategic Human Resource Management Topic: Performance Management Strategies	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. explain what performance management is and its importance in achieving organizational goals. b. Identify and describe various performance management strategies, including goal-setting, continuous feedback, and employee development. c. Assess the effectiveness of different performance management strategies in enhancing employee performance and engagement
Teaching (if any) Aids	a. PPT
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What do you believe are the key components of an effective performance management system? - How can setting clear goals impact employee performance? - Can you think of a time when feedback significantly changed your approach to a task? - Talk about concept of performance management strategies in an organisational context. - Introduce development strategies 2. Development (30 minutes) <ol style="list-style-type: none"> a) Definition and Importance: <ul style="list-style-type: none"> - Discuss performance management as a systematic process that organizations use to improve employee performance and align it with business objectives. Highlight its role in increasing employee engagement and satisfaction. b) Key Strategies in Performance Management: <ul style="list-style-type: none"> - Goal-Setting: Introduce SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals as a framework for setting clear expectations. - Continuous Feedback: Explain the importance of regular check-ins and feedback sessions to address issues promptly and foster growth. - Employee Development: Discuss the role of training and development programs in enhancing skills and competencies. c) Performance Management Process Stages: <ul style="list-style-type: none"> - Planning: Setting expectations and defining success metrics. - Monitoring: Tracking performance against goals and providing real-time feedback. - Developing: Offering support and training to improve



	<p>underperformance.</p> <p>d) Rating and Rewards: Evaluating performance and recognizing top performers. Definition and Importance:</p> <p>e) Exercise (5 minutes) –</p> <ul style="list-style-type: none"> - Ask each group to brainstorm and discuss the following: - What would be the key components of the Performance management strategy? - How would you assess the performance needs of the employees? - What performance management methods would be most effective for this scenario? -
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading <ul style="list-style-type: none"> - "Components of an Effective Performance Management Strategy" by Zensai 3. Homework <ul style="list-style-type: none"> - Write a one-page reflection on Performance Management Strategies - Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> 1. Reflective Questions: <ul style="list-style-type: none"> - What are the performance management strategies in HR? - How these performance management strategies are used in an organisation? 2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 47	Course Name: Strategic Human Resource Management Topic: Virtual Organizations	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. explain the importance of Virtual Organizations in organizational contexts. b. identify and describe the key components of effective Virtual Organizations. c. apply theoretical knowledge to practical scenarios in designing and implementing Virtual Organizations.
Teaching Aids (if any)	a. PPT on Virtual Organizations
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - What is the purpose of Virtual Organizations in an organizational context? - How do Virtual Organizations impact employee growth and organizational performance? - Can you think of a time when a development strategy significantly improved your skills or those of your colleagues? - Talk about concept of Virtual Organizations in an organisational context. - Introduce Virtual Organizations 2. Development (30 minutes) <ol style="list-style-type: none"> a) Definition and Importance: <ul style="list-style-type: none"> - Define Virtual Organizations and their role in enhancing employee skills and organizational performance. - Discuss the importance of development in aligning with organizational goals and supporting business objectives. b) Key Components of Virtual Organizations: <ul style="list-style-type: none"> - Needs Assessment: Explain the process of identifying development needs through performance reviews, gap analysis, and feedback. - Learning Objectives: Discuss the importance of setting clear learning objectives and outcomes. - Development Methods: Cover various development methods such as training programs, mentoring, coaching, and job rotations. - Evaluation and Feedback: Emphasize the need for continuous evaluation and feedback to ensure the effectiveness of development programs. c) Designing and Implementing Virtual Organizations: <ul style="list-style-type: none"> - Align with Organizational Goals: Explain the need for Virtual Organizations to align with the organization's core objectives and values. - Engage Stakeholders: Highlight the role of various



	<p>d) Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Ask each group to brainstorm and discuss the following:- What would be the key components of the Virtual Organizations?- How would you assess the virtual organisation needs of the organisation?
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- " The Importance of Virtual Organization" by Harvard Business Review.3. Homework<ul style="list-style-type: none">- Write a one-page reflection on Development Strategies <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the Virtual Organizations in HR?- How these Virtual Organizations are used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 48	Course Name: Strategic Human Resource Management Topic: Emotional Intelligence	Course No: MBA-331
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> explain the importance of Emotional Intelligence in organizational contexts. identify and describe the key components of effective Emotional Intelligence. apply theoretical knowledge to practical scenarios in designing and implementing Emotional Intelligence.
Teaching (if any) Aids	<ol style="list-style-type: none"> PPT
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. What is the purpose of Emotional Intelligence in an organizational context? How do Emotional Intelligence impact employee growth and organizational performance? Can you think of a time when a development strategy significantly improved your skills or those of your colleagues? Talk about concept of Emotional Intelligence in an organisational context. Introduce Emotional Intelligence Development (30 minutes) <ol style="list-style-type: none"> Definition and Importance: <ul style="list-style-type: none"> Define Emotional Intelligence and their role in enhancing employee skills and organizational performance. Discuss the importance of development in aligning with organizational goals and supporting business objectives. Key Components of Emotional Intelligence: <ul style="list-style-type: none"> Needs Assessment: Explain the process of identifying development needs through performance reviews, gap analysis, and feedback. Learning Objectives: Discuss the importance of setting clear learning objectives and outcomes. Development Methods: Cover various development methods such as training programs, mentoring, coaching, and job rotations. Evaluation and Feedback: Emphasize the need for continuous evaluation and feedback to ensure the effectiveness of development programs. Designing and Implementing Emotional Intelligence: <ul style="list-style-type: none"> Align with Organizational Goals: Explain the need for Emotional Intelligence to align with the organization's core objectives and values. Engage Stakeholders: Highlight the role of various



	<p>d) Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Ask each group to brainstorm and discuss the following:- What would be the key components of the EI strategy?- How would you assess the EI needs of the employees?- What development methods would be most effective for this scenario?- How would you evaluate the success of the EI?
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading<ul style="list-style-type: none">- "The Importance of Emotional Intelligence" by Harvard Business Review.3. Homework<ul style="list-style-type: none">- Write a one-page reflection on Emotional Intelligence Strategies- Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions:<ul style="list-style-type: none">- What are the Emotional Intelligence in HR?- How these Emotional Intelligence are used in an organisation?2. Encourage students to share their thoughts on how the concepts discussed can be applied in real-world scenarios. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>