

Subject Code:1MS2020471

Subject Title: Strategic Human Resource Management

1. Course Objectives and Outline:

In a competitive environment, a business organization's success depends on careful acquisition and development of productive assets after analyzing their impacts on its capabilities and operating costs over a period of time, in which employees are one of the productive assets. The course teaches to recognize the importance of environmental forces, strategies for competitive position and profitability. How HR function can be useful in development of competitive advantage.

2. Teaching Scheme (Hours per week)

Lecture (Hrs.)	Tutorial	Practical	Credit	Evaluation Scheme (Marks)		Total
				University Assessment	Internal Assessment	
4	-	-	4	60 Marks	40 Marks	100 Marks

3. Syllabus

Module No.	Contents	Total Hours	Weight
1	Business Environment and Strategic Resources Regulatory Forces and Strategic Planning Market Driven Strategy Resource Driven Strategy	12	25%
2	HR Functions and Competitive Advantage-I Macro and Micro Dimensions of HR system Human Resource Based Competitive Advantage Strategic Human Resource Planning, Recruitment	12	25%
3	HR Functions and Competitive Advantage-II Strategic Human Resource Selection, Development Management structure, Job Design and Work System Strategic Management of Performance and Compensation	12	25%
4	Contemporary Issues in Strategic HR Management Industrial Relations Outsourcing Merger and Acquisition Case Discussion	12	25%

4. Course Pedagogy

The pedagogy of the subject involves Lectures, Role Plays, Case Discussions, Real life Business Scenarios. Students will be given group tasks and assignments.

5. Suggested Readings

a. Books

- 1 Strategic Human Resource Management A Resource Driven Perspective; by Pulak Das; Cengage
- 2 Strategic Human resource management; by Charles R. Greer; Pearson
- 3 Strategic HRM; by Tanuja Agarwala; Oxford
- 4 Strategic HRM; by Jeffrey Mello; Cengage Learning
- 5 Strategic Human resource management; by Schuler and Jackson; Wiley

b. Journals/Magazines

- Journal of strategic human management; Publishing India Group
- Strategic HR Review; Emerald insight
- Harvard Business Review, Harvard publishing

6. Evaluation Scheme

Sr. No.	Component	Weight
1	University Examination	60%
2	Internal Assessment -Depending on the need and objectives of the subject, internal assessment should include minimum three of the following sub-components; <i>Class Test, Quiz, Assignments, Case Presentation, Class Participation, Projects, Team/Individual Assignments.</i> -The weightage of a sub-component should not exceed 50% of internal assessment component weight. - The bifurcation of sub-components shall be communicated by the instructor before commencement of the academic sessions.	40%