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|------------------------------|-------------------------------------|
| <b>Branch Name:</b>          | MANAGEMENT                          |
| <b>Program Code:</b>         | MS201                               |
| <b>Course Name:</b>          | Strategic Human Resource Management |
| <b>Course Code:</b>          | 2MS2010471T                         |
| <b>Pre-requisite Course:</b> | OB, POM, HRM                        |

**Course Objectives:**

1. The course helps in imparting students the basic understanding of strategic role of Human resource managers in organizations.
2. It helps students to recognize the importance of environmental forces, while drawing strategies for companies.
3. It helps in understanding how HR function can be useful in development of competitive advantage.

**Teaching and Examination Scheme:**

| Teaching Scheme<br>(Hours per week) |                 |                  |        | Evaluation Scheme (Marks) |                          |                          |                          |                  |
|-------------------------------------|-----------------|------------------|--------|---------------------------|--------------------------|--------------------------|--------------------------|------------------|
| Lecture<br>(L)                      | Tutorial<br>(T) | Practical<br>(P) | Credit | Theory (Marks)            |                          | Practical (Marks)        |                          | Total<br>(Marks) |
|                                     |                 |                  |        | University<br>Assessment  | Continuous<br>Assessment | University<br>Assessment | Continuous<br>Assessment |                  |
| 4                                   | -               | -                | 4      | 60                        | 40                       | -                        | -                        | 100              |

**Subject Contents:**

| Sr. No. | Topic                                                                                                                                                                                                                    | Total Hours | Weightage (%) |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|---------------|
| 1       | Business Environment and Strategic Resources Regulatory Forces and Strategic Planning Market Driven Strategy Resource Driven Strategy                                                                                    | 10          | 20%           |
| 2       | HR Functions and Competitive Advantage-I Macro and Micro Dimensions of HR system Human Resource Based Competitive Advantage Strategic Human Resource Planning Recruitment                                                | 10          | 20%           |
| 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                          | 10          | 20%           |
| 4       | Contemporary Issues in Strategic HR Management Industrial Relations Outsourcing Merger and Acquisition Case Discussion                                                                                                   | 10          | 20%           |
| 5       | Employment Law :<br>Scope of laws, Federal Antidiscrimination Laws, Racial Discrimination, Employees with disabilities, Enforcement of federal Laws under EEOC, Executive Orders, Affirmative Action, Sexual Harassment. | 08          | 20%           |

**Text Books:**

| Sr. No. | Books                                                                                    |
|---------|------------------------------------------------------------------------------------------|
| 1       | Strategic Human Resource Management A Resource Driven Perspective; by Pulak Das; Cengage |
| 2       | Strategic HRM, Jaffrey A Mello, Cengage Learning                                         |

**Reference Books:**

| Sr. No. | Books                                                              |
|---------|--------------------------------------------------------------------|
| 1       | Strategic Human resource management; by Charles R. Greer; Pearson  |
| 2       | Strategic Human resource management; by Charles R. Greer; Pearson  |
| 3       | Strategic HRM; by Jeffrey Mello; Cengage Learning                  |
| 4       | Strategic Human resource management; by Schuler and Jackson; Wiley |

#### List of Open-Source Software/learning website:

1. [https://en.wikibooks.org/wiki/Management\\_Concepts\\_and\\_Applications/Management](https://en.wikibooks.org/wiki/Management_Concepts_and_Applications/Management)
2. <http://www.managementconcepts.com/>
3. <https://www.shrm.org>
4. <http://www.hr.com>
5. <http://hrsites.com>

#### LAB/Practical

1. Students should be taken to Industrial Visit to understand Structure and Strategic Management process.
2. Expert talk from HR managers to help students understand Manager's role and HR issues and challenges.
3. Role Play and situational exercises will help students to understand role of HR Managers' in designing strategic process for organizational effectiveness.

#### Journals/Magazines

- Journal of strategic human management; Publishing India Group
- Strategic HR Review ; Emerald insight
- Harvard Business Review, Harvard publishing
- HRM Review.
- Indian Journal of Training and Development.
- Business India/India Today/Outlook.

#### Course Learning Outcomes (CLO): On completion of this course, the students will be able to:

| CLO  | Description                                                                                                        | Bloom's Taxonomy Level |
|------|--------------------------------------------------------------------------------------------------------------------|------------------------|
| CLO1 | To understand the basic of Business Environment, and factors effecting strategic planning.                         | L1, L2,                |
| CLO2 | To impart understanding of Macro and Micro HR system.                                                              | L1, L2                 |
| CLO3 | To understand and establish the relation between HR functions and competitive advantage due to strategic planning. | L1, L2                 |
| CLO4 | To analyze and evaluate the contemporary issues in SHRM                                                            | L4, L5                 |
| CLO5 | To understand the practical issue in organization with case discussion                                             | L5, L6                 |

#### Mapping of CLOs with POs & PSOs

| Course Learning Outcomes | Program Outcomes (POs) |     |     |     |     |     |     |     | Program Specific Outcomes (PSOs) |      |
|--------------------------|------------------------|-----|-----|-----|-----|-----|-----|-----|----------------------------------|------|
|                          | PO1                    | PO2 | PO3 | PO4 | PO5 | PO6 | PO7 | PO8 | PSO1                             | PSO2 |
| CLO1                     | H                      | H   | H   | L   | L   | L   | H   | M   |                                  | H    |
| CLO2                     | M                      | M   |     | L   | L   |     | M   | M   | L                                | H    |
| CLO3                     | H                      | H   | H   | M   | L   |     | H   | H   | H                                | H    |
| CLO4                     | H                      | H   | H   | L   |     |     | H   | M   | H                                | H    |
| CLO5                     | H                      | H   | H   | M   | L   | L   | H   | M   | H                                | H    |

H: High, M: Medium, L: Low

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