

Branch Name:	MANAGEMENT(Human Resource Management)
Program Code:	MS301
Course Name:	Strategic Human Resource Management
Course Code:	2MS3010871T
Pre-requisite Course:	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 (Hours per week)				Evaluation Scheme (Marks)				
Lecture (L)	Tutorial (T)	Practical (P)	Credit	Theory (Marks)		Practical (Marks)		Total (Marks)
				University Assessment	Continuous Assessment	University Assessment	Continuous 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 : 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
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
