

MB17H04/ PHD19032	STRATEGIC HUMAN RESOURCE MANAGEMENT	L	T	P	C
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COURSE RATIONALE					
<p>Strategic Human Resource Management (SHRM) explores the relationship between the management of people and pursuit of an organisations strategic goals and objectives. Specific topics covered include human resource planning and strategy, job analysis and job design, equipment and selection, performance appraisal and performance-related pay, learning and career management, employment relations, diversity management and international human resource management.</p>					
LEARNING OUTCOMES					
<ul style="list-style-type: none"> • Explain the scope of HRM • Understand the meaning and nature of strategic HRM • Appreciate how HR strategies are related to business strategies • Describe how HR strategies can be informed by a knowledge of labour markets and product markets locally, nationally and internationally • Describe the dynamic nature of global competition and of social and technological trends and their significance for HRM practice. 					
<p style="text-align: center;">UNIT I</p>					
<p>Strategic H.R.M-an Overview-Importance of Aligning H.R. to Strategy.</p>					
<p style="text-align: center;">UNIT II</p>					
<p>Re-designing Work Systems-H.R. Forecasting-Strategic Acquisition of H.Rs.</p>					
<p style="text-align: center;">UNIT III</p>					
<p>Strategic Implications of Training and Development-Performance Management and Evaluation- Compensation and Strategic H.R.M.</p>					
<p style="text-align: center;">UNIT IV</p>					

Strategic Challenges for Leadership-Strategic issues in Employee Safety, Health and Labour
Relations

UNIT V

Career Planning and Management-Downsizing-Outsourcing Ethical issues in Strategic H.R.M-
Ethical Dilemmas.

TEXT BOOK

Arun Sekri, 'HUMAN RESOURCE PLANNING AND AUDIT', Himalaya Publishing House.

REFERENCES

Arun Sekri, 'HUMAN RESOURCE PLANNING AND AUDIT', Himalaya Publishing House.