

M.com (Final)

Optional stream: 1. Human Resource Development and Management

Optional(HRDAM) paper 1.2 Strategic Human Resource Management

The objective of this course is to facilitate the students to understand the various concepts of Strategic Human Resource Management for Managing the Human Resource in the organisation.

1. Introduction : Strategic Human Resource Management

Definition-need and importance, Introduction to business and corporate strategies, Integrating HR Strategies with business Strategies; Developing HR Plans and Policies.

2. Human Resource Environment:

Technology and structure, workforce diversity, Demographic Changes, Temporary and contract labour, Global environment, Global Competition, Global sourcing of labour, WTO and labour standards.

3. Human Aspects of Strategy Implementation

Behavioural issues in strategy implementation, Matching culture with strategy, Human side of mergers and acquisitions, Leadership, power and politics, Employee morale, Personal values and business ethics.

4. Organisational Strategy, Structure, Culture and Policy:-

Approaches to strategic HRM, SHRM strategy, Structure, Culture and Policy, Organisation Culture and HRM, HRM Structures and Policy, the formulation of HR Strategies, the Strategic fit, Strategic HRM Models. Organisational Development, Change Management, Organisational Transformation, Development and Change Process.

5. HR Information Management System

Need for HRIMS, Nature and Benefits of HRIMS Types of HRIMS data, Strategic HR Planning and HRIMS, Productive HRIMS

6. Employee Resourcing and Talent Management

Human Capital –Definition and Theory, Intellectual Capital, talent Management-Concept defined, talent Management Processes, Being an Employer of Choice, Attraction and Retention Strategies, Reward Strategy, Succession Planning Strategy, Talent Audits.

7. Competence Based HRM:-

Concept and Definition, Different types of competencies, coverage and content of competency frameworks, Developing a Behavioural Competency Network, Developing Technical/Functional Competency Network, Applications of Competency Framework.

8. The Future of SHRM

The future workplace, SHRM in the future, SHRM practices in the future, Introduction to global HR Strategies, Developing HR as a value added function.

Books Recommended

1. Strategic HRM- Jifferey Mello, Thompson Publication, Delhi.
2. Strategic HRM- Charles Greer, Pearson education Asia., New Delhi.
3. Strategic HRM-Michael Arinstrong, Kogan Page, London.
4. Strategic HRM- Agarwal, Oxford University Press, New Delhi.
5. SHRM – Alan Nankering Robert Compton, Marian Biard.
6. Human Resource Management-Garry Dresslu, PHI, New Delhi.