

GANPAT UNIVERSITY										
FACULTY OF MANAGEMENT STUDIES										
Programme		Master of Business Administration				Branch/Spe c.	Human Resources Management			
Semester		IV				Version	1.0.0.1			
Effective from Academic Year			2021-22		Effective for the batch Admitted in				June 2020	
Subject code		2IVA06SHR	Subject Name			STRATEGIC HUMAN RESOURCES MANAGEMENT				
Teaching scheme					Examination scheme (Marks)					
(Per week)	Lecture(DT)		Practical(Lab.)		Total		CE	SEE	Total	
	L	TU	P	TW						
Credit	4	0	0	0	4	Theory	60	40	100	
Hours	4	0	0	0	4	Practical	-	-	-	
Pre-requisites:										
Objectives										
The Objective of the course make student understand the Role and application strategy in Human Resource Management										
Learning Outcomes:										
<ul style="list-style-type: none"><li>2IVA06SHR.CO1: Understand the evolution, roles, and strategic significance of HRM in achieving organizational performance and competitive advantage.</li><li>2IVA06SHR.CO2: Analyze investment approaches in human resources, including training, development, and retention strategies to enhance workforce capability.</li><li>2IVA06SHR.CO3: Apply strategic HR planning concepts to align human resource functions with organizational goals and strategies.</li><li>2IVA06SHR.CO4: Examine workforce utilization, performance systems, and leadership competencies for effective strategy implementation and sustainable growth.</li></ul>										
Theory syllabus										
Unit	Content								Hrs	
1	The HRM Environment: Evolution of HRM, HRs New Role Orientation, HRM for Competitive Advantage, HR and Organizational Performance.								15	
2	Investment perspective of HR: Investment in Training & Development, Investment Practices for Improved Retention, Non-traditional Investment Approaches: Investment in Disabled Employees, Employee Assistance Programmes etc.								15	
3	Strategy and HR Planning: Importance of Human Resources to Strategy, Overview of Theoretical Foundations of Strategic Concepts, Strategy Driven Role Behaviours and Practices, Integration of Strategy and HR planning.								15	
4	Strategy Implementation and Workforce Utilization: Selection of Employees, Strategically Oriented Performance Management and Compensation Systems. The Role of Strategic HR Leader, Future Roles and Leadership Competencies, Managing Workforce Diversity, Cultural Issues of Expatriates, Strategic Industrial Relation, Strategic Merger and Acquisitions and Outsourcing, Managing Careers and Work-Life Integration, Strategic HR Issues and Challenges								15	
Practical content										
Text Books										
1	Kandula S. R. (2001). Strategic Human Resource Development. Eastern Economy Edition, PHI.									
Reference Books										
1	Kandula S. R. (2001). Strategic Human Resource Development. Eastern Economy Edition, PHI.									
2	Boxell & Purcell, J. (2003). Strategy And Human Resource Management. Palgrave Macmillan									
3	Mello, J. A. (2002). Strategic Human Resource Management. Thompson Learning.									
4	Rothwell, W. J., Prescott, R. K. & Taylor, M. W. (2005). Strategic Human Resource Leader. Jaico.									
5	Purcell, J. (2001). Human Resource Management: A Critical Text. London: Thompson Learning.									

Note:

Version 1.0.0.0 (First Digit= New syllabus/Revision in Full Syllabus, Second Digit=Revision in Teaching Scheme, Third Digit=Revision in Exam Scheme, Forth Digit= Content Revision)

L=Lecture, TU=Tutorial, P= Practical/Lab., TW= Term work, DT= Direct Teaching, Lab.= Laboratory work

CE= Continuous Evaluation, SEE= Semester End Examination

### Mapping of CO with PO and PSO:

Semester 4: Course Name: 2IVA06SHR STRATEGIC HUMAN RESOURCES MANAGEMENT							
Course Outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7
2IVA06SHR.CO1	2	2	0	1	0	0	0
2IVA06SHR.CO2	3	2	0	1	2	0	0
2IVA06SHR.CO3	3	3	0	1	0	0	0
2IVA06SHR.CO4	3	3	2	2	0	3	1

Semester 4: Course Name: 2IVA06SHR STRATEGIC HUMAN RESOURCES MANAGEMENT			
Course outcomes	PSO1	PSO2	PSO3
2IVA06SHR.CO1	1	1	2
2IVA06SHR.CO2	2	1	2
2IVA06SHR.CO3	2	1	2
2IVA06SHR.CO4	2	1	2