Course Code	MB18HR07	Course Name	STRATEGIC HRM		Course Category	E	Elective Course	L	T	P	C
								2	0	2	3

Pre-requisite Courses		Co-requisite Courses			Progressive Courses	
Course Offering Department	MBA			Data Book / Codes/Standards		

Course Learning Rationale (CLR): *The purpose of learning this course is to:*

		Learning			Program Learning Outcomes (PLO)							
CLR-1:	To Distinguish the strategic approach to human resources from the traditional functional approach.	1	2	3	1	2	3	4	5	6	7	8
CLR-2:	To Understand the relationship of HR strategy with overall corporate strategy.											
CLR-3:	To Understand the strategic role of specific HR systems											
CLR-4:	To Appreciate SHRM in the context of changing forms of organization											

Course Learning Outcomes (CLO): *At the end of this course, learners will be able to:*

Column headers (PLO): Business Environment & Domain Knowledge (BEDK); Critical Thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI); Global Exposure and Cross-cultured understanding (GECCU); Social Responsiveness and Ethics (SRE); Effective Communication (EC); PSO – 1; PSO – 2; PSO – 3

		Level of Thinking (Bloom)	Expected Proficiency (%)	Expected Attainment (%)	BEDK	CBPI	GECCU	SRE	EC	PSO-1	PSO-2	PSO-3
CLO-1:	Analyze the Model and framework for Human Resource Development.	3	50	75	H	M	H	M	H			
CLO-2:	Understand the E-Human Resources Management.	5	60	70	M	H	H	M	M			
CLO-3:	Remembering and compare the methods of Human Resources Information System.	6	55	70	M	H	M	H	H			
CLO-4:	Apply qualitative and quantitative methods of various strategies in Human Resource Management	4	65	60	H	M	H	M	H			
CLO-5:	Evaluate the Employee Coaching and Counseling.	2	70	55	H	M	H	M	M			

Duration (hour)		9(1-9)	9(10-18)	9(19-27)	9(28-36)	9(37-45)
S-1	SLO-1	Introduction to Human Resource Development and Meaning	Introduction to e–HRM	Human Resource System	Global environment	Employee Coaching
	SLO-2	Strategic framework for HRM	e– Employee profile	HR as a Strategic Partner	Recruitment	Employee Counseling
S-2	SLO-1	Strategic framework for HRD	e– selection and recruitment	The Measurement Challenge	Retention strategies	Case Study
	SLO-2	Models on HRD	Virtual learning and Orientation	Implementation of SHRM	training & development strategies	
S-3	SLO-1	MASLOW (1908 -1970)	e – training and development	Process based approach	Methods	Need for Coaching
	SLO-2	SKINNER (1904-1990)	e– Performance management	Human Resource Environment Technology,	Advantages and Disadvantages	Role of HR in coaching
S-4	SLO-1	ERIKSON (1902-1994)	Case Study	Human Resource Environment structure	performance management strategies	Coaching and Performance
	SLO-2	FRANKL (1905-1997)		Workforce diversity	Reward	Skills for Effective

S-5	SLO-1	*Introduction to business strategies*	*Compensation design Development*	*Demographic changes*	*Types of Reward*	*Coaching*
	SLO-2	*Corporate Strategies*	*Components of compensation*	*Temporary & contract labour*	*Multiple Choice Questions*	*Coaching Effectiveness*
S-6	SLO-1	*Integrating HR strategies*	*Implementation of HRIS*	*Case Study*	*compensation strategies*	*Need for Counseling*
	SLO-2	*Integrating Business Strategies*	*Steps in HRIS*		*retrenchment strategies*	*Role of HR in Counseling*
S-7	SLO-1	*Strategic Versus Traditional HRM*	*Designing HR portals*	*Career Concepts*	*Types of Retrenchment*	*Components of Counseling Programs*
	SLO-2	*Application Exercises*	*Methodology*	*Roles*	*Voluntary Retirement Schemes*	*Purpose of counseling*
S-8	SLO-1	*Case Study*	*Issues in employee privacy*	*Career stages*	*Case Study*	*Characteristics of counseling*
	SLO-2		*Multiple Choice Questions*	*Career planning and Process*		*Multiple Choice Questions*
S-9	SLO-1	*Strategic Outcome*	*Employee surveys online*	*Competencies*	*human aspects of strategy implementation*	*Counseling Effectiveness*
	SLO-2	*Analyzing HR Practices followed by different firms*	*Process in employee surveys*	*Career Management*	*Process of strategy*	*Types of counseling*

Learning Resources	1. Randy L. Desimone, Jon M. Werner – David M. Mathis, Human Resource Development, Cengage Learning, 2007. 2. Paul Boselie. Strategic Human Resource Management. Tata McGraw Hill. 2011	3. Jeffrey A Mello, Strategic Human Resource Management, Cengage Learning, Southwestern2007. 4. Robert L. Mathis and John H. Jackson, Human Resource Management, Cengage Learning,

		Learning Assessment											
	Bloom's Level of Thinking	Continuous Learning Assessment (50% weightage)										Final Examination (50% weightage)	
		CLA -1 (5marks)		CLA -2 (5marks)		CLA-3 (10marks)		CLA -4 (15marks)		CLA -5(15marks)		Marks -100 which will be weighted at 50%	
		Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice
Level 1	Remember												
	Understand												
Level 2	Apply												
	Analyze												
Level 3	Evaluate												
	Create												
	Total	100 %		100 %		100 %		100 %		100%		100 %	

CLA – 4 can be from any combination of these: Assignments, Seminars, Tech Talks, Mini-Projects, Case-Studies, Self-Study, MOOCs, Certifications, Conf. Paper etc.,

Course Designers

Experts from Industry	Experts from Higher Technical Institutions	Internal Experts
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