

# GUJARAT TECHNOLOGICAL UNIVERSITY

## MASTER OF BUSINESS ADMINISTRATION (Global Program)

**Year – II (Semester – IV) (W.E.F. January 2014)**

**Specialization: Human Resource Management (HRM)**

**Subject Name: Strategic Human Resource Management (SHRM)**

**Subject Code: 2840302**

### **1. Course Objective:**

- This course presents a thorough and systematic coverage of issues related to strategic human resource management and its application.
- This course will help the students to think strategically and integrate the activities of HR with the organizations goals.

**2. Course Duration:** The course duration is of 36 sessions of 75 minutes each.

### **3. Course Contents:**

<b>Module No:</b>	<b>Module Content</b>	<b>No. of Sessions</b>	<b>Marks (70 External exam)</b>
I	Strategic management of Human resources: An introduction, Business strategy- An introduction to market driven strategy, Resource driven strategy	7	17
II	Human resource system- its macro and micro dimensions, Strategic HR planning, Strategic approach to manpower acquisition –recruitment and selection	7	17
III	Strategic development of human resources, Strategic approach to management structure, job design and work system, Strategic management of performance	7	18
IV	Strategic approach to compensation and benefits, Strategic approach to Industrial relations, outsourcing and its HR implications, Mergers and acquisitions and HRM	7	18

V	<b>Practical Module:</b> <ul style="list-style-type: none"> <li>Strategic approach to use Golden Handshake with live Company experiences</li> <li>Strategic approach to handle retrenchment with live company experiences</li> <li>VRS scheme as an instrument of strategic change in any organization with live company experiences</li> </ul>	8	20 Marks of CEC (Internal Evaluation)
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#### 4. Teaching Method:

- (a) Case analysis & discussion
- (b) Projects/ Assignments/ Quizzes/ Class participation etc
- (c) Compulsory class presentation with live experiences

#### 5. Evaluation:

A	Projects/ Assignments/ Quizzes/ Individual or group Presentation/ Class participation/ Case studies etc	Weightage 50 marks (Internal Assessment)
B	Mid-Semester Examination	Weightage 30 marks (Internal Assessment)
C	End –Semester Examination	Weightage 70 marks (External Assessment)

#### 6. Text Books:

Sr. No.	Author	Name of the Book	Publisher	Edition
T1	Das, Pulak	Strategic Human Resource management	Cengage Learning	2011 Latest Edition
T2	Charles R. Greer	Strategic Human resource management	Pearson	Latest edition
T3	Jeffrey A Mello	Strategic HRM Cengage	Cengage Learning	Latest edition

## 7. Reference Books:

Sr. No.	Author	Name of the Book	Publisher	Edition
R1	Tanuja Agarwala	Strategic HRM	Oxford	Latest edition
R2	James Baron and David Kreps	Strategic Human resources	Wiley	Latest edition
R3	Schuler and Jackson	Strategic Human resource management	Wiley	Latest edition
R4	James N. Baron and David M. Kreps	Strategic Human Resources: Frameworks for General managers	Wiley	Latest edition
R5	Susan E. Jackson, Angelo DeNisi, and Michael A. Hitt	Managing Knowledge for Sustained Competitive Advantage: Designing Strategies for Effective Human Resource Management	Jossey – Bass	Latest edition
R6	Charles J. Fombrun, Noel M. Tichy, and Mary Anne Devanna	Strategic Human Resource Management	Wiley	Latest edition
R7	Graeme Salaman, John Storey, Jon Billsberry	Strategic Human Resource Management, Theory and Practice	Sage	Latest edition
R8	Michael Armstrong	Strategic Human Resources Management A Guide to Action	Kogan Page	Latest Edition
R9	Christopher Mabey Graeme Salaman and John Storey	Strategic Human Resource Management	Sage	Latest Edition
R10	Christopher Mabey, Graeme Salaman, John Storey	Human resource management: a strategic introduction	Blackwell Business	Latest Edition
R11	Chris Hendry	Human resource management: a strategic approach to employment	Butterworth-Heinemann	Latest Edition
R12	Brian E. Becker, Mark A. Huselid, David Ulrich	The HR scorecard: linking people, strategy, and performance	Harvard Business	Latest Edition

### 8. List of Journals/Periodicals/Magazines/Newspapers, etc.

- International Journal of strategic human management
- Asian Journal of Management Cases
- Harvard Business Review
- Global Business Review
- South Asia Economic Journal
- Economic & Political Weekly, Business India / Business World , Mint

### 9. Session Plan:

Session no.	Topic
1-2	Strategic management of Human resources: An introduction
3-5	Business strategy- An introduction to market driven strategy
6-7	Resource driven strategy
8-9	Human resource system- its macro and micro dimensions
10	Strategic HR planning
11-12	Strategic approach to manpower acquisition –recruitment
13-14	Strategic approach to manpower acquisition –selection
15-16	Strategic development of human resources
17-19	Strategic approach to management structure, job design and work system
20-21	Strategic management of performance
22-23	Strategic approach to compensation and benefits
24	Strategic approach to Industrial relations
25-26	Outsourcing and its HR implications
27-28	Mergers and acquisitions and HRM

29-36	<b>Practical Module:</b> <ul style="list-style-type: none"><li>• Strategic approach to use Golden Handshake with live Company experiences</li><li>• Strategic approach to handle retrenchment with live company experiences</li><li>• VRS scheme as an instrument of strategic change in any organization with live company experiences</li></ul>
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