

GUJARAT TECHNOLOGICAL UNIVERSITY

MASTER OF BUSINESS ADMINISTRATION

Year – 2 (Semester – IV) (W.E.F. Academic Year 2018-19)

Specialization: Human Resource Management

Subject Name: Strategic Human Resource Management (SHRM)

Subject Code: 3549232

1. Learning Outcomes:

- Understand strategic HRM issues and its application
- Develop strategic thinking and ability to integrate HR activity with organizational goal
- Understand strategic approach to HR acquisition, recruitment and selection.
- Understand the benefit of strategic compensation and IR.

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

3. Course Contents:

Module No.	Modules with its Contents/Chapters	No. of Sessions	Marks (out of 70)
I	Strategic management of Human resources: An introduction, Business strategy- An introduction to market driven strategy, Resource driven strategy	9	18
II	Human resource system- its macro and micro dimensions: Strategic HR planning, Strategic approach to manpower acquisition –recruitment and selection	9	18
III	Strategic development of human resources, Strategic approach to management structure, job design and work system, Strategic management of performance	9	17
IV	Strategic approach to compensation and benefits. Strategic approach to Industrial relations. Outsourcing and its HR implications. Mergers and acquisitions and HRM	9	17
V	Practical Module: <ul style="list-style-type: none">• Strategic approach to use Golden Handshake with live Company experiences• Strategic approach to handle retrenchment with live company experiences• VRS scheme as an instrument of strategic change in any organization with live company experiences	---	(30 marks CEC)

4. Teaching Methods:

The following pedagogical tools will be used to teach this course:

- Lectures
- Case Discussions and Role Playing
- Audio-visual Material (Using CDs/Clippings/ online videos)
- Assignments and Presentations

5. Evaluation:

The evaluation of participants will be on continuous basis comprising of the following elements:

A	Continuous Evaluation Component comprising of Projects / Assignments / Quiz / Class Participation / Class test / Presentation on specific topic etc	(CEC – 50 Marks)
B	Mid-Semester examination	(Internal Assessment-30 Marks)
C	End –Semester Examination	(External Assessment-70 Marks)

6. Reference Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
1	Pulak Das	Strategic Human Resource management	Cengage Learning	Latest Edition
2	Charles R. Greer	Strategic Human resource management	Pearson	Latest Edition
3	Jeffrey A Mello	Strategic HRM Cengage	Cengage Learning	Latest Edition
4	Tanuja Agarwala	Strategic HRM	Oxford	Latest Edition
5	James Baron and David Kreps	Strategic Human resources	Wiley	Latest Edition
6	Schuler and Jackson	Strategic Human resource Management	Wiley	Latest Edition
7	James N. Baron and David M. Kreps	Strategic Human Resources: Frameworks for General managers	Wiley	Latest Edition
8	Susan E. Jackson, Angelo DeNisi, and	Managing Knowledge for Sustained Competitive	Jossey – Bass	Latest Edition

	Michael A. Hitt	Advantage: Designing Strategies for Effective Human Resource Management		
9	Charles J. Fombrun, Noel M. Tichy, and Mary Anne Devanna	Strategic Human Resource Management	Wiley	Latest Edition
10	Graeme Salaman, John Storey, Jon Billsberry	Strategic Human Resource Management, Theory and Practice	Sage	Latest Edition
11	Michael Armstrong	Strategic Human Resources Management A Guide to Action	Kogan Page	
12	Christopher Mabey Graeme Salaman and John Storey	Strategic Human Resource Management	Sage	
13	Christopher Mabey, Graeme Salaman, John Storey	Human resource management: a strategic introduction	Blackwell Business	
14	Chris Hendry	Human resource management: a strategic approach to employment	Butterworth-Heinemann	
15	Brian E. Becker, Mark A. Huselid, David Ulrich	The HR scorecard: linking people, strategy, and performance	Harvard Business	

Note: Wherever the standard books are not available for the topic appropriate print and online resources, journals and books published by different authors may be prescribed.

7. List of Journals / Periodicals / Magazines / Newspapers, etc.

1. International Journal of strategic human management
2. Asian Journal of Management Cases
3. Harvard Business Review
4. Global Business Review
5. South Asia Economic Journal
6. Economic & Political Weekly, Business India / Business World, Mint