

Course Code	Course Title	L	T	P	C
OLMBA635	Strategic HRM	3	1	0	4
Pre-requisite	NIL	Syllabus Version			
		1.0			
Course Objectives:					
1. The course aims to cultivate both theoretical and practical insights into the role of HR managers as strategic partners within organizations. 2. This course will help them to establish connections between Business Strategy and HR Strategies, Policies, and Systems. 3. This course will provide insights into developing and implementing strategies and programs that foster and maintain a competitive HR advantage. 4. The course emphasizes best practices, tools, and models for creating an effective HRM system.					
Course Outcomes:					
1. To integrate HR with the business strategy 2. Develop competency to enhance employee development 3. Gain rational ability to manage performance strategically 4. Develop competency to implement global HR practices					
Module:1	Introduction to Strategic HRM				
An Investment Perspective of Human Resource Management, Introduction to business and corporate strategies - Integrating HR strategies with business strategies— Human Resource Environment, Technology and structure – Management Trends- Demographic trends – Trends in the utilization of human resources.					
Module:2	Challenges in strategic Human Resource Management:				
Impact of technology, HR issues and challenges related to technology, Ethical Behavior, Workforce Demographic changes and diversity					
Module:3	Integrating Strategy and Human Resource Planning				
The strategic role of Human Resource Planning, Selecting forecasting techniques, forecasting the supply of human resources, forecasting the demand for human resources, workforce utilization and employment practices.					
Module:4	Employment Law				
Scope of laws, Federal Antidiscrimination Laws, Racial Discrimination, Employees with disabilities, Enforcement of federal Laws under EEOC, Executive Orders, Affirmative Action, Sexual Harassment.					
Module:5	Strategy for Employee Development				
Planning and strategizing training- Integrating training with performance management systems and compensation- Need Assessment, Objectives, Design and delivery, evaluation. Developing management training and development for competitive advantage-The strategic training of employees model					
Module:6	Performance Management				
Strategically oriented performance measurement systems, strategically oriented compensation systems – High performance practices, Human resource evaluation – Strategic choices in performance management systems					
Module:7	Strategic Compensation & Reward Management				

Performance based pay; Skill based pay; Team based pay, Broad banding; Profit sharing; Executive Compensation; Variable pay, Strategic Reward & Recognition. Strategic Industrial Relations & Collective Bargaining.				
Total Hours of Study:			120 Hrs.	
Text Book(s)				
1.	Charles R. Greer, Strategic HRM, Pearson - Latest edition			
2.	Strategic Human Resource management, Das Pulak, Cengage Learning – Latest edition			
Reference Books				
1.	Michael Armstrong, Strategic HRM, Kogan page, London			
2.	John Storey, Patrick M. Wright and Dave Ulrich, “The Routledge Companion to Strategic Human Resource Management”, 2009, Routledge			
3	Jaffery Mello, Strategic HRM, Thompson publication			
Mode of Evaluation: Quiz/ Assignment/CAT/FAT				
Recommended by Board of Studies			04-11-2024	
Approved by Academic Council			No.76	Date 28-11-2024