



# C. U. SHAH UNIVERSITY – WADHWAN CITY



FACULTY OF MANAGEMENT STUDIES

BACHELOR OF BUSINESS ADMINISTRATION (BBA)

SEMESTER VI (SIX)

CODE 4MS06SHM1

Name of Subject Strategic Human Resource Management

Teaching & Evaluation Scheme

Teaching Hours / Week				Evaluation Scheme (Marks)		
Th	Tu	P	Total	Sessional Exam	University Exam	Total
04	0	0	04	30	70	100

Objectives

1. This course presents a thorough and systematic coverage of issues related to Strategic Human Resource Management and its application.
2. This course will help the students to think strategically and integrate the activities of HR with the organizations goals.

Prerequisites Basic knowledge of Strategic Human Resource Management

Course outline

Sr. No.	Course Contents	Number of Hours
I	Strategic management of Human resources: An introduction, Business strategy- An introduction to market driven strategy, Resource driven strategy	15
II	Human resource system- its macro and micro dimensions, Strategic HR planning, Strategic approach to manpower Acquisition -Recruitment and Selection	15
III	Strategic development of Human Resources, Strategic approach to Management Structure, job design and work system, Strategic management of performance	15

IV	Strategic approach to compensation and benefits, Strategic approach to Industrial relations, outsourcing and its HR implications, Mergers and Acquisitions and HRM	15
Total Hours		60

## Learning Outcomes

Theoretical Outcomes Understanding the importance of Strategic Human Resource Management.

Practical Outcomes This course will help in thinking strategically and integrate the activities of HR with the organizations goals.

## Teaching & Learning Methodology

- Lectures
- Case Studies
- Class Participation

## Books Recommended

1. 'Strategic Human Resource management', Das, Pulak, Cengage Learning.
2. 'Strategic Human Resource management', Charles R. Greer, Pearson.
3. 'Strategic HRM Cengage', Jeffrey A Mello, Cengage Learning.

## E-Resources

1. [www.palgrave.com/brattonandgold/docs/bgcha02.pdf](http://www.palgrave.com/brattonandgold/docs/bgcha02.pdf)
2. [www.humanresources.about.com/humanresourcesstrategic](http://www.humanresources.about.com/humanresourcesstrategic)