

**JYOTI NIVAS COLLEGE AUTONOMOUS  
SYLLABUS FOR 2019 BATCH AND THEREAFTER**

**Programme: M.Voc. (Banking and Finance)**

**Semester: I**

**STRATEGIC HUMAN RESOURCE MANAGEMENT**

**Course Code: 19MVB102**

**No. of Hours: 60**

**COURSE OBJECTIVES:**

- To identify the impact of strategic human resource management on organisational effectiveness.
- To study strategic human resource management investment perspectives.
- To study global human resource management process.

**LEARNING OUTCOMES:**

- Be able to do valuation of the employee as an asset towards investments perspective.
- Be able Identify social and cultural situations and implications of SHRM process.
- Be able to evaluate the strengths and weaknesses of SHRM practices across organization.

**UNIT I: INTRODUCTION TO STRATEGIC HRM**

**10 HRS**

Strategic role of HRM, Planning and implementing strategic HR Policies, HR Strategies to increase a company's performance

**UNIT II: INVESTMENT PERSPECTIVES OF HR**

**16 HRS**

Investment Consideration, Investments in Training and Development, Investment Practices for improved Retention, Investments in job secure work forces, Non-traditional investment approaches

**UNIT III: MANAGING STRATEGIC ORGANIZATION**

**12 HRS**

Managing Strategic Organizational renewal – Managing change and OD, instituting TQM programmes, Creating Team based organizations, HR and BPR, Flexible work arrangement.

**UNIT IV: ESTABLISHING STRATEGIC PLANS**

**12 HRS**

Establishing Strategic pay plans, Determining periods, Establishing periods, Pricing Managerial and professional jobs, Compensation trends, Objectives of International Compensation, Approaches to international compensation, Issues related to double taxation. Cases

**UNIT V: GLOBAL HRM**

**12 HRS**

Managing Global Human Resources- HR and Internationalization of business, Improving international assignments through selections, training and maintaining international

employees, Developing International Staff and Multinational Teams, Multinational, Global and Transnational Strategies, Strategic Alliances, Sustainable Global Competitive Advantage, Globally Competent Managers

**PRACTICAL COMPONENTS:**

- Prepare a statement showing HR planning requirements with an example.
- Prepare a model payroll for a firm with nine (9) employees.
- Prepare a questionnaire for performance appraisal.

**BOOKS FOR REFERENCE:**

1. Gary Dessler - Human Resource Management
2. R. Regis - -Strategic Human Resource Management
3. Tanuja Agarwala - Strategic Human Resource Management
4. Ekta Sharma - Strategic Human Resource Management and Development