

LECTURE NOTES

**STRATEGIC HRM
PAPER- 18MBA402C
MBA-4TH SEMESTER-HR**

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COURSE CONTENT

STRATEGIC HRM

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MODULE-I: Understanding SHRM: Introduction: Traditional vs. SHR, Typology of HR activities, Best fit approach vs. Best practice approach, Investment perspective of HR; Investment consideration, investments in T&D, investment practices for improved retention, investment job secure work courses, Nontraditional investment approaches; Planning and Implementing SHR policies ;Linkage of corporate strategy, emerging issues in SHRM.

MODULE-II: Aligning HR systems with business strategy: Alternative HR systems; Universalistic, contingency, configuration, congruence and integrated HR systems, Designing congruent HR systems ; Linking HRM practices to organizational outcomes ;HR strategy formulation; HR strategy in workforce utilization; Strategic performance management, HR strategy for training and development.

MODULE-III: International and comparative strategic HRM: Managing global human resources; Evaluating HR functions in International context; Multinational, Global and Transnational strategies in HRM: Multinational, Global and Transnational strategies ,Strategic Alliances, Sustainable Global Competitive Advantage, Globally competent managers, Expatriation and repatriation management in global HRM; High performance work practices.

REFERENCES

Books:

1. HRM Text & Cases, Aswathappa, TMH.
2. Human Resource Management Text and Cases, S S Khanka, S. Chand
3. Human Resource Management – VSP Rao, Excel
4. Human Resource Management, L.M. Prasad, S. Chand

Digital Learning Resources:

- [1] <https://www.managementstudyguide.com/>
- [2] <https://egyankosh.ac.in/bitstream/123456789/6563/3/Unit-18.pdf>
- [3] <https://www.geeksforgeeks.org/job-evaluation-meaning-steps-benefits-and-methods/>
- [4] <https://abit.edu.in/wp-content/uploads/2022/07/4th-sem-SHRM.pdf>
- [5] <https://chatgpt.com/>
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- [7] <https://nhck.in/wp-content/uploads/2020/06/UNIT-I-1.pdf>
- [8] https://epgp.inflibnet.ac.in/epgpdata/uploads/epgp_content/S001610/P001799/M025869/ET/1513934065Mod7Q1StrategicHRvstraditionalHR.pdf
