



Gyanmanjari
Innovative University

Course Syllabus

Gyanmanjari Institute of Management Studies

Semester-4 (MBA)

Subject: Strategic Human Resource Management– MBAHR14514

Type of course: Major (Core)

Prerequisite:

Students should have a foundational understanding of Human Resource Management principles and practices. This course builds upon these concepts to explore the strategic role of HR in organizational success.

Rationale:

In today's dynamic business environment, aligning HR strategies with organizational goals is crucial for achieving competitive advantage. This course equips students with the skills to formulate and implement effective HR strategies that contribute to overall business performance.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks					Total Marks
CI	T	P		C	Theory Marks		Practical Marks		
			ESE		MSE	V	P	ALA	
04	00	00	04	60	30	10	00	50	150

Legends: CI-Classroom Instructions; T – Tutorial; P - Practical; C – Credit; SEE - Semester End Evaluation; MSE- Mid Semester Examination; V – Viva; CCE-Continuous and Comprehensive Evaluation; ALA- Active Learning Activities.

Course Content:

Sr. No	Course Content	Hrs	% Weightage
1	<p>Introduction to Strategic Human Resource Management</p> <ul style="list-style-type: none"> • Definition and significance of Strategic HRM • Evolution and principles of Strategic HRM • Role of HR in organizational strategy • Aligning HR strategy with business strategy 	15	25%



2	Talent Acquisition and Management <ul style="list-style-type: none"> • Strategic workforce planning • Recruitment and selection strategies • On boarding and retention strategies • Employer branding and –its impact on talent management 	15	25%
3	Performance Management and Employee Development <ul style="list-style-type: none"> • Designing performance management systems • Linking performance management with strategic goals • Employee training and development strategies • Succession planning and leadership development 	15	25 %
4	HR Analytics and Metrics <ul style="list-style-type: none"> • Introduction to HR analytics and its significance • Key HR metrics and KPIs • Data-driven decision-making in HR • Case studies on successful HR analytics implementation 	15	25%

Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	Job Description Development: Students are required to create a report on detailed job description for different roles given by faculty (including essential duties, responsibilities, qualifications, and required skills). The PDF report must be uploaded to the GMIU Web Portal.	10
2	Succession Planning: Students are required to create a succession plan for a key leadership role (Like Chief Operating Officer (COO)). The completed succession plan must be uploaded as a PDF to the GMIU Web Portal.	10
3	Employee Development Plan: Students are required to create a comprehensive development plan for high-potential employees in a hypothetical organization. The plan should include specific goals, required skills, training programs, mentorship opportunities, and a timeline for development. The completed development plans must be compiled into a PDF report and uploaded to the GMIU Web Portal.	10



4	360-Degree Feedback Simulation Form: Students are required to prepare a PDF file of a 360-degree feedback simulation form (assessing competencies like leadership, communication, and teamwork etc.) for a designated managerial role and upload it to the GMIU Web Portal in PDF format.	10
5	Metrics Impact Report: Students have to prepare a PDF report on specific HR metric (e.g., turnover rate, time to fill positions) given by faculty. Report should cover its significance, calculation method, and impact on organizational performance. A PDF report must also be uploaded to the GMIU Web Portal.	10
Total		50

Suggested Specification table with Marks (Theory): 60

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	35%	35%	20%	5%	0%	5%

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Course Outcome:

After learning the course, the students should be able to:	
CO1	Understand the foundational concepts and importance of Strategic HRM in aligning HR practices with business objectives.
CO2	Develop strategic approaches to attract, retain, and manage talent effectively within an organization.
CO3	Create and implement performance management systems that support organizational objectives and enhance employee development.
CO4	Utilize HR analytics to make informed decisions that drive organizational performance and improve HR processes.



Instructional Method:

The course delivery method will depend upon the requirement of content and the needs of students. The teacher, in addition to conventional teaching methods by black board, may also use any tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction. Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses. The internal evaluation will be done on the basis of Active Learning Assignment.

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in the laboratory.

Reference Books:

- [1] "Strategic Human Resource Management" by Jeffrey A. Mello
- [2] "Strategic Human Resource Management: A General Managerial Approach" by Charles R. Greer
- [3] "Human Resource Management: A Strategic Approach" by Michael Armstrong
- [4] "The New HR Leader's First 100 Days" by Alan Collins
- [5] "Workforce Analytics: A Practical Guide to Data-Driven HR" by Martin Edwards and Kirsten Edwards

