

Name of Faculty	Sonu Kumari		
Discipline	Department of Management Studies		
Semester	Second (IV)		
Subject	Strategic Human Resource Management HRM-402		
Lectures Required	Topic (Including Assignment/Test)	Practical Day	Topic (Including Assignment/Test)
1	Business Strategy and Organizational Capability Introduction to SHRM	N/A	N/A
1	Strategic Human Resource Management Meaning Nature Aims Significance Conceptual Framework	N/A	N/A
1	Differentiating SHRM & HRM	N/A	N/A
2	SHRM Approaches & Models Universalistic, Contingency and Configurational Approaches,	1 st	Walmart HR Practices
2	Best Fit and Best Practice Approach Resource- Based view of the firm	2 nd	Oberoi – Translating Dharma into Best Practices in HR
1	The Strategic role of HR Need of Aligning HR with Corporate Strategy	N/A	N/A
2	HRM Strategy Nature Development of HR Strategy Delivering/Implementation of HR Strategy	3 rd	The Taj's people philosophy and star system
2	HRM strategies related to Organizational Capability and Organizational and	4 th	The Effectiveness of Strategy Implementation on Organizational

	Individual performance Organization Development strategy, Human Capital Management Strategy		Performance: A Case Study of Clothing Retail Outlets in Zimbabwe
3	Knowledge Management strategy Corporate Social Responsibility strategy	5 th & 6 th	5 th -Infosys Technologies, Limited 6 th -CSR in Unilever
2	Organizational Performance strategy Individual Performance Management strategy	N/A	N/A
2	HRM strategies dealing with specific aspects of HRM: Employee engagement strategy Resourcing strategy	7 th & 8 th	7 th -Marriott – Making Engagement Work 8 th -Ernst & Young – Helping People Achieve their Potential
2	Talent management strategy Learning and development strategy	9 th & 10 th	9 th - Talent Management Lessons From Apple: A Case Study of the World's Most Valuable Firm 10 th - Heinz - A training scheme full of beans
2	Reward strategy Employee relations strategy	11 th	The Use of Reward and Incentive Systems: A Case Study of McDonald's
1	International Perspective Strategic international HRM	N/A	N/A
1	International HRM strategies	N/A	N/A
3	Contemporary Issues: Change Restructuring	12 th & 13 th	Bata, General Electric, Crompton Greaves
2	Corporate Ethics, Values and SHRM	14 th	Fabindia – Weaving Ideology and Values

			through Human Resources
1	Diversity & SHRM	15 th	Google (Case Study)
1	Competencies of HR Professional in a SHRM Scenario	N/A	N/A
Total Sessions =32	Suggested Readings (Books) <ol style="list-style-type: none"> 1. Aggarwala, Tanuja. , Strategic Human Resource Management, Oxford University Press. 2. Armstrong, M., Strategic Human Resources Management, Kogan Page, London.6thEdition 3. Greer, Charles R., Strategic Human Resource Management – A General Managerial Approach, Pearson Education (Singapore) Pte. Ltd, New Delhi. 4. Mabey, Christopher and Salaman, Graeme, Strategic Human Resource Management, Beacon, New Delhi. 5. Salaman, Graeme, Human Resource Strategies, Sage Publications, New Delhi. 		