

SARDAR PATEL UNIVERSITY
Programme & Subject: Master of E-Business (M.Eb)
Semester: III
Syllabus with Effect from: June-2010

Paper Code: PM03EMEB03	Total Credit: 4
Title Of Paper: Strategic Human Resource Management	

Unit	Description in Detail	Weightage (%)
I	Introduction to Strategic HRM: Definition, need and importance - Integrating HR strategies with business strategies. Strategic role of HRM: Strategic HR VS Traditional HR - Barriers to strategic HR - Models of SHRM - The strategic role of HR function	25%
II	Employee recruitment, retention & Training strategies: Online recruitment - Recruitment outsourcing – Creating learning organization - Competency mapping – Succession planning - Cross cultural training - Flexi timing – Telecommuting - Quality of work life – Employee empowerment - Autonomous work teams SHRM Environment: Workforce diversity - Demographic changes – Temporary contract labour - Global environment - Global competition - Global sourcing of labour - WTO and labour standards	25%
III	Employee Performance Appraisal strategies: Defining key result areas (KRA) - Result based performance - Linking performance to pay Retrenchment strategies: Downsizing - Voluntary retirement schemes (VRS) - HR Outsourcing – Early retirement plans - Project based employment	25%
IV	Issues in Strategy Implementation: Behavioral issues - Matching culture with strategy - Human side of mergers and acquisitions - Leadership, power and politics - Employee morale - Personal values and business ethics SHRM at Global level: Introduction to global SHRM – Global HR strategies - Developing HR as a value added function.	25%

Basic Text & Reference Books:-

- Strategic HRM – Jeffery Mello, Thompson publication, New delhi
- Strategic HRM- Charles Greer, Pearson education Asia , New delhi
- Strategic HRM-Michael Armstrong, Kogan page , London
- Strategic HRM- Agrawal, Oxford University press , New Delhi

