

**GUJARAT UNIVERSITY**  
**K. S. SCHOOL OF BUSINESS MANAGEMENT**  
**[Five Years' (Full-time) M.B.A. Integrated Degree Course]**  
**Fifth Year M.B.A. (SEM – X)**  
**KS\_M\_H\_59**  
**Strategic Human Resource Management (HR Elective)**

---

**3 credit course**

**Objective:**

The course content is so designed to enable the students to understand the concept of strategic human resource management and help them to differentiate it from traditional HRM. The HR manager needs to evaluate the Organizations human resource and their practices to be able to manage them effectively. The HR planning linkage with business strategy, analyses the different strategies adopted by organizations for managing human resource surplus and shortage and provide insight into the interaction between human resources planning and outsourcing. It will help to identify the main type of formal work-life initiatives and the value of strategic approach to work-life integration.

---

- |   |              |
|---|--------------|
| <b>Module – I</b>   | <b>[20%]</b> |
| ➤ Strategic Human Resource Management – An introduction and its various components. |              |
| ➤ Organizational culture.   |              |
| <b>Module – II</b>  | <b>[20%]</b> |
| ➤ Human Resource Environment  |              |
| ➤ Human Resources Evaluation  |              |
| <b>Module – III</b>   | <b>[20%]</b> |
| ➤ Human Resource Planning   |              |
| ➤ Total Quality Management and Human Resources.                                     |              |
| <b>Module – IV</b>  | <b>[20%]</b> |
| ➤ Employee Relation and Business Strategy.  |              |
| ➤ Employee Separation and Downsizing  |              |
| ➤ Recent Techniques in HRM.   |              |
| <b>Module – V</b>   | <b>[20%]</b> |
| ➤ Managing careers, Mentor Relationship and Work Life Integration.                  |              |
| ➤ Ethical Issue in SHRM   |              |

**No of lectures in semester:** Approximately 40 to 45 hours

**Assignments:** Minimum 3 Assignments

**Evaluation Pattern:**

Continuous Evaluation	30%
Mid-Sem. Exam	20%
End-Sem. Exams	50%

**Reference Books:**

- Strategic Human Resource Management By Tanuja Agarwala - Oxford
- Strategic Human Resource Management By Rajesh Viswanathan - HPH
- Strategic Human Resource Management and Organizational Development  
By Dr. Ramakanta K. Patra – HPH
- Strategic Management of Human Resources By Mello - Cengage