

**Master of Business Administration
MBA Semester IV
Human Resource Management Specialization**

HRM-06 : Strategic Human Resource Development

Marks: 100

Duration: 60 Hrs.

CREDITS: 4

Objective: The purpose of the subject is to acquaint the students with the basic concepts and tools of Human Resource Development.

Course Outcomes: After the Successful completion of the course, student would be able to

CO1: Identify concepts and practices of Strategic Human Resource Management

CO2: Apply Human Resource Development as a strategic tool for gaining competitive advantage

CO3: Design career plans and perform competency mapping of the employees

CO4: Understand and apply the aspects of counselling, mentoring, coaching, and emotional intelligence

CO5: Formulate HRD strategies in accordance with business changes

Contents:

UNIT	Content	Hours
I	Strategic Human Resource Management: Meaning & Significance, Role of Human Resource Management in Strategic Management, Emergence and Evolution of Strategic Human Resource Management.	11
II	Human Resource Development: Meaning, Importance of HRD, Mechanism, Processes, Instruments & out-comes, Human Resource Development Strategies & Practices, The HRD Matrix, HRD Scorecard , HRD as a strategic tool for gaining competitive advantage.	11
III	Career Management and HRD: Career Planning, Changing careers, Career Stages, Career Path Development, Managing Career Plateau, Strategic Knowledge Management, Competency Mapping and Career Management.	11
IV	Counseling, Mentoring, Coaching, Emotional Intelligence, HRD Culture & Climate, Human Resource Development Climate, Determinants of HRD Climate.	11
V	Strategic Human Resource Development: Meaning & Significance, Human Resource Development and Business Strategy, HRD Audit, HRD and Diversity.	11
	Small group learning exercise involving discussion, role-play, presentations by students	05
	TOTAL	60

Readings:

1. Werner Jon M. & DeSimone Randy L. (2016). Human Resource Development. Cengage Publications.
2. Prasad Kesho (2012). Strategic Human Resource Development: Concepts and Practices. PHI Publications
3. Grieves Jim (2012). Strategic Human Resource Development. Sage Publications
4. R. Srinivas & Kandula (2001). Strategic Human Resource Development. PHI Publications
5. Arya P.P. & Tandon B. B. (2002). Human Resource Development. Deep & Deep Publications
6. Rothwell William J. & Kazanas H. C. (2003) Strategic Development of Talent. HRD Press
7. Sanghi Seema (2016). The Handbook of Competency Mapping. Sage Publications.

Pedagogy:

- ICT enabled Classroom teaching
- Case study
- Practical / live assignment
- Interactive classroom discussions
- Flipped classroom

Teaching Plan:

At the beginning of each semester faculty teaching the course will provide (i) Teaching Plan, (ii) updated reading list, and (iii) the list of case studies for uploading on Department website.

Facilitating the achievement of Course Learning Outcomes

Unit No.	Course Learning Outcomes	Teaching and Learning Activity	Assessment Tasks
I	Ability to identify concepts and practices of Strategic Human Resource Management	Lectures/Videos/ Case Studies/ Seminars/Role Plays/Visits	Class participation, Presentations, Assignments, Viva and Class Test
II	Ability to apply Human Resource Development as a strategic tool for gaining competitive advantage	Lectures/Videos/ Case Studies/ Seminars/Role Plays/Visits	Class participation, Presentations, Assignments, Viva and Class Test
III	Ability to design career plans and perform competency mapping of the employees	Lectures/Videos/ Case Studies/ Seminars/Role	Class participation, Presentations, Assignments, Viva and

		Plays/Visits	Class Test
IV	Ability to understand and apply the aspects of counselling, mentoring, coaching, and emotional intelligence	Lectures/Videos/ Case Studies/ Seminars/Role Plays/Visits	Class participation, Presentations, Assignments, Viva and Class Test
V	Ability to formulate HRD strategies in accordance with business changes	Lectures/Videos/ Case Studies/ Seminars/Role Plays/Visits	Class participation, Presentations, Assignments, Viva and Class Test