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| Name of the course | Strategic Human Resource Management |
| Course Code | 441 |
| Semester | V |
| Credit Hours | 3 |
| Prerequisite | - |
| Learning outcomes | <p>On completion of this course, the students will be able to:</p> <p>8. Explain Strategic Human Resource Management</p> <p>9. Understand different context of Strategic Human Resource Management</p> <p>10. Know essential of Strategic Human Resource Management</p> <p>11. Understand new form of Strategic Human Resource Management</p> |
| Contents | <p>Unit-1 The Outline of Strategic Human Resource Management</p> <p>1.1 The Global Context</p> <p>1.2 The Change Context</p> <p>1.3 Strategic Management and Strategic Human Resource Management</p> <p>Unit-2 Framework of Strategic Human Resource Management</p> <p>2.1 The Strategic Role of Human Resource Functions</p> <p>2.2 Human Resource Strategy</p> <p>2.3 The Foundation of Strategic Human Resource Management</p> <p>2.4 Resource Based and Institutional Perspectives of Strategic Human Resource Management</p> <p>Unit-3 Strategic Essentials</p> <p>3.1 Strategic Human Resource Management development</p> <p>3.2 Strategic Human Resource Management and Talent Management</p> <p>3.3 Strategic Human Resource Management and Employee Relation</p> <p>3.4 Strategic Human Resource Management an Employee engagement</p> <p>3.5 Strategic Human Resource Management and Knowledge Management</p> <p>3.6 Strategic Human Resource Management Business Ethics, Corporate responsibility, and Sustainability</p> <p>3.7 Strategic Human Resource Management and Change Management</p> <p>Unit-4 New form of Strategic Human Resource Management</p> |
| Teaching & Learning Strategies | A combination of lecturing, presentations, and discussions will be used to conduct the course. Students will be expected to read extensively ahead of each class session and actively participate in discussions and practical work. |
| Assignment | Written assignment (10 marks), presentation (5 marks) and Quiz (10 marks) |
| Suggested Readings | <p>Bailey, C., Mankin, D., Kelliher, C., & Garavan, T. (2018). <i>Strategic human resource management</i>. Oxford University Press.</p> <p>Delery, J. E., & Roumpi, D. (2017). Strategic human resource management, human capital and competitive advantage: is the field going in circles? <i>Human Resource Management Journal</i>, 27(1), 1-21.</p> |

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| | <p>Rees, G., & Smith, P. (2017). <i>Strategic human resource management: An international perspective</i>. Sage.</p> <p>Wright, P. M., & Ulrich, M. D. (2017). A road well-traveled: The past, present, and future journey of strategic human resource management. <i>Annual Review of Organizational Psychology and Organizational Behavior</i>, 4, 45-65.</p> |
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Assessment and Examinations

| Sr. # | Elements | Weightage | Details |
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| 1 | Midterm Assessment | 35% | Written test (at the mid-point of the semester) |
| 2 | Formative Assessment | 25% | Assignment, presentation and quiz |
| 3 | Final Assessment | 40% | Written test (at the end of the semester) |