

Advances in Strategic Human Resource Management (HRM)

Department of Commerce

ABOUT THE COURSE:

Duration: 30 Hours

Like products and services, competitive advantages of business organisations also go through a life cycle. Business organisations have to keep investing in products and services to extend the life of competitive advantage or keep discovering or launching new products and services to gain the competitive advantage in the marketplace. This course is about how human resource management functions can make a positive contribution towards competitive advantage of the business organizations in the current environment.

Course layout

Week 1:

- i. Strategic Human Resource Management (SHRM) and People Competency Maturity Model
- ii. Organizational Healing
- iii. Strategic Perspective of Talent Management

Week 2:

- i. Positive Organizational Scholarship and HRM
- ii. Diversity and Inclusion at Workplace: An Strategic Perspective
- iii. Multiple Generations at Workplace

Week 3:

- i. HRM in Start Ups and Family owned firms
- ii. HRM in Gig Economy Firms

Week 4:

- i. HRM from the Perspective of Sustainability and Humanistic Management
- ii. HR Analytics: Descriptive and Predictive Analysis and their Practical Applications for SHRM

Books and references

1. K. Aswathappa and Sadhana Dash, 'Human resource Management'- Text and Cases
2. V.S.P. Rao, 'Human resource Management'

Prof B.P. Singh

Dr. A.P. Singh