

(027-C&M-03-03) MBA- Strategic Human Resource Management

Significance of the Program

The significance of Strategic Human Resource Management (SHRM) is beyond everyday HR activities. SHRM affects every segment of HR, and the changes, in turn, affect the organization's overall functioning over time. Strategic human resource management emphasizes the fostering of a positive and efficient company culture that embraces innovation and strives to achieve a competitive edge. The major segments that Strategic Human Resource Management can effect are Human capital management, Business strategies and decisions, Business performance, Overall revenues generated, Business work culture, People analytics. Strategic human resource management is a proactive approach for developing talent. It aims to achieve long-term business objectives and meet organizational challenges.

Career Options:

- HR strategist role.
- Strategic HR Consultant.
- Compensation, benefits and job analysis specialist.
- Human resources specialist in MNCs.
- Learning and Development Manager.
- HR Business Partner.

Objectives of the Program

- To enable the student, understand the role of HR in a changing global workplace.
- To comprehend concepts of strategic human resource management to align HR core competencies with business goals.
- To impart competencies to design and implement HR strategies in organizations to influence organizational effectiveness.
- To prepare students to analyse human resource management problems in organizations and develop strategic solutions.
- To train students on usage of quantitative tools and information to assess HRM from a systems perspective.

Outcomes of the Program

- Integrate the HR strategy with overall corporate strategy and define the strategic role of specific HR systems.
- Gain insight into new business models and their alignment with HR strategy.
- Appreciate SHRM in the context of changing forms of organisation and develop better understanding of the tools and techniques used by organizations to meet current challenges.
- Adopt appropriate techniques in bargaining, negotiation and dispute settlement.
- Learn best practices in people management, team building and organizational leadership.
- Apply HR Metrics to help organizations identify, recruit, develop and train top talent.
- Effective implementation of compensation administration and application of AI in HRM

Major Course Outline:

1. Strategic Planning and Consulting.
2. Organizational strategy, resource and competency analysis.
3. HR Metrics and Talent analytics
4. Theory and administration of Compensation
5. Bargaining, Negotiation and dispute settlement.
6. Empowering teams.
7. Leading change in Organization.
8. Employee management relations.
9. Digital HR