



The Islamia University of Bahawalpur

Rahim Yar Khan Campus

Tentative Course Plan

Class: MPA

Semester-4th

Session:

Instructor	Aisha Tahir Khan	Email: ashkk64@gmail.com
Course Title	Strategic human resource management	Contact
Course Number		Credit Hours 03

Lecture	Thursday, Friday
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COURSE DESCRIPTION/OBJECTIVE

This course deals with the ways in which strategic thinking can be applied to Human Resource Management in organizations. It aims to provide students with opportunities to bend managerial strategy issues with HRM processes, in a considered and reflective manner. Strategic Human Resource Management (SHRM) considers questions such as: What does it mean to be a HR professional? How can we integrate HR concerns into organizational decisions and strategies? The course focuses on the way strategies can be formed and enacted in organizations, and on the internal and external environmental contexts from which human resource strategies emerge. It aims to introduce strategic human resource management as a new way of thinking about organizations and their stakeholders.

LEARNING OUTCOMES

At the end of the course the students should be able to:

1. Define and understand the concept of strategic human resource management.
2. Identify the different techniques, tools and models for the formulation of strategies.
3. Be able to evaluate the strengths and weaknesses of SHRM practices across contexts.
4. To analyze and understand how to work collaboratively to complete the tasks.
5. Be able to communicate theoretically sound and practical recommendation in a structured manner.
6. Identify and asses the ethical, environmental sustainability consideration is SHRM decision making and practices

Methods of Teaching

- Assigned readings
- Web-assisted instruction
- Student-Directed Teaching

Resource Material	Reference Book: Strategic human resource management, Michael Armstrong 3 rd EDITION
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Office Help Hours	Thursday, Friday 1:00 pm to 4:pm
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Grading	Exam (Date to be announced) Mid- Exam (30%) Final Exam (50%) Problem Session/Assignments (20%)
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SEQUENCE OF TOPICS TO BE COVERED

Session #	Topics (outline of main topics and subtopics)		Tutorial /Laboratory
	Human resource management: concept and process <ul style="list-style-type: none">• Definitions• Concept of SHRM• Transform HR and SHRM• Importance of SHRM• Concept of strategies		Tutorial

	<ul style="list-style-type: none"> Seven steps to Strategic human resource management 		
	<ul style="list-style-type: none"> Models of strategic human resource management Knowing HR customers and how to facilitate them Going from Good To Great concept Recruitment strategies Core competencies Problem solving strategies 		Tutorial
	<ul style="list-style-type: none"> Techniques for effective problem solving Qualities of good manager for solving problem effectively 		Tutorial
	Performance management and Employee Relation		Tutorial
	<ul style="list-style-type: none"> Management Concept of performance management Scope of performance management Performance appraisals Difference of performance management and appraisals Importance and effects of performance management 		
	<ul style="list-style-type: none"> Employee Relations Treat them as a stakeholder Elements for good employee relations 		Tutorial
	<ul style="list-style-type: none"> How HR can influence employee Employee Feedback Reward system 		Tutorial
	<ul style="list-style-type: none"> Conclusion session 		

Student Evaluation criteria:

Attendance	5%
Workshop / Assignments/Case study	5%
Surprise Test/Sudden Test , Quizzes	5%
Class Participation	5%
Mid Term Paper	30%
Final Term paper	50%

Total	100%
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Student Responsibilities:

Students must attend class. Failure to attend class may result in failure in the course. Students must also arrive on time and remain in class for the entire period. Cellular Phones and Beeper must be Turned off (Proper classroom decorum [behavior]adopts, Course outlines and calendars explain requirements and assignments, students are responsible for knowing what they say. Students are also responsible for doing all assigned work on time. Excessive absences (more than 03) will result in “F Grade”. Students may prepare Sketchbook for taking notes and for references.

Instructor/Tutor

Approved by:

Dean/Chairman/ HOD/Subject Specialist/Program Coordinator