Welcome Note

Strategic HRM is a process that involves the use of overarching approaches to the development of HR strategies.  It is integrated vertically with the business strategy and horizontally with one another.  It focuses on actions that differentiate the firm from its competitors.  It addresses broad organizational issues relating to changes in structure and culture, organizational effectiveness and performance, matching resources to the future requirements, the development of distinctive capabilities, knowledge management, and the management of change. It is concerned with human capital requirements and the development process capabilities, i. e, the ability to get things done effectively. Overall, it deals with any major people issues that affect or are affected by the strategic plans of the organization.