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|  | **Daffodil International University**  **Faculty of Business & Entrepreneurship (FBE)** |  |

**Course outline**

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| Program | Bachelor Business Administration (BBA) |
| Name of Course | Strategic Human Resource Management |
| Course Code | MGT-405 |
| Semester | Fall 2021 |
| Credit Value/Hours | 03 Credits |
| Pre-Requisites | None |

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| **Instructor’s Name and Profile:**  **Name:** Dr. AKM Mohsin    Dr. AKM Mohsin is currently working as an Adjunct Faculty at the Department of Business Administration at Daffodil International University respectively. He received his Ph.D. degree from the International Business School (AACSB-Accredited) of Shaanxi Normal University, China. Previously, he had been a Senior lecturer at IBS-SNNU, CBA-IUBAT and research assistant at TIM Malaysia. He has published more than 15 research articles in the top-ranked journals in ISI and SCOPUS Indexed. | Contact Information  Email: mohsinakm90@gmail.com  Contact: 01841156371 |

**1. Course Summary**

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.

**2. Course Objectives**

The prime objective of this course is to enhance employee, managerial, and organizational effectiveness and performance. It will enable students to know the general levels and models of HR strategies and evaluate human resources strategies for selecting the skilled, experienced, competent and qualified human resources.

**3. Course Learning Outcomes: at the end of the Course, the student will be able to-**

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| **CLO 1** | To understand the basic concepts of Strategic HRM. |
| **CLO 2** | To know the differences between SHRM and Traditional PM. |
| **CLO 3** | To know the tools & techniques of formulating different strategies. |
| **CLO 4** | To learn the human resource strategies for selecting the skilled, experienced, competent and qualified human resources. |
| **CLO 5** | To make aware of the students about the implications of technology in SHRM. |
| **CLO 6** | To crate interest among the students about downsizing, restructuring and virtual organization. |

**4. Mapping/Alignment of CLOs with Program Learning Outcomes (PLO)**

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| **PLO/**  **CLO** | **DBA PLOs** | | | | | | | | | | | |
| **PLO1** | **PLO2** | **PLO3** | **PLO4** | **PLO5** | **PLO6** | **PLO7** | **PLO8** | **PLO9** | **PLO10** | **PLO11** | **PLO12** |
| **CLO1** | **X** |  |  |  |  |  |  |  |  |  |  |  |
| **CLO2** |  |  | **X** |  |  |  |  |  |  |  |  |  |
| **CLO3** |  |  |  |  | **X** |  |  |  |  |  |  |  |
| **CLO4** |  |  |  |  |  |  |  | **X** |  |  |  |  |
| **CLO5** |  |  |  | **X** |  |  |  |  |  |  |  |  |

**Part B: Content of the Course**

**5. Topics to be covered/Content of the course-**

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| **Topics** | **Specific Outcome(s)** | **Time Frame** | **Suggested Activities** | **Teaching Strategy(s)** | **Alignment with CLO** |
| The Strategic Approach to Human Resource Management | - To acquire basic knowledge on strategy and strategic HRM.  - To know the differences between SHRM and Traditional PM.  - To understand the relationship between human resource strategy and overall organizational strategy & functional strategy. | **Week 1** | **-** Students will prepare the home assignments and submit it to the course teacher.  - Group seat work-  **“ Formulation of Human Resource Strategy”**  **-** Students will solvea caserelatingto the management of an organization environment in the class. | -Lecture  discussion with multimedia  -Group Discussion    -Case Study | **●** Create interest among the students  **CLO 1**  **●** Applied strategy to know the differences between strategic HRM and traditional pm.  **CLO 2** |
| Building Human Resource Strategy | - To gain knowledge about the HR Strategy.  - To identify the role of the human resource department in strategy formulation. | **Week 2** | - Case Study analysis  - Students will prepare the home assignments and submit it to the course teacher.  - Group seat work- | -Lecture  discussion with multimedia  -Group Discussion    -Case Study  -Video presentation | **●** Enhancedinterest of the students  **CLO 3**  **●** Developed critical thinking skills  **CLO 2** |
| The External and Global Environment for Human Resources: Change and Diversity | -To describe the components of an organization’s external and global environments.  - To identify the most influential component in the environment.  -To analyze the role of human resources to manage the change and diversity in the organization. | **Week 3** | -Group seat work-  **“ Management of Global Business Environment”**  -- Students will prepare the home assignments and submit it to the course teacher.  - Conduction of face-to-face discussion session | -Lecture  discussion with multimedia  -Group Discussion    -Case Study  -Video presentation  **-Quiz 1 will be taken** | **●** Applied the ability of the students to develop new ideas for managing the external environment  ● Building cooperation among the students  **CLO 3** |
| Information Resources and Human Resource Planning | - To describe human resource information systems.  - To explain the critical link between strategic management and human resource information systems.  - To identify and discuss the factors surrounding the use of human resource information systems. | **4 Week** | -Group seat work-  **“ Process of Establishing the HRIS in an Organization**”  - Students will prepare the home assignments and submit it to the course teacher.  - Conduction of face-to-face discussion session | -Lecture  discussion with multimedia  -Group Discussion    -Case Study  -Video presentation | ● Apply the concept HRIS in the organization  **CLO 3**  ● Carry out the assessment  to find out the factors surrounding the use HRIS  **CLO 4** |
| Equal Employment Opportunity and Managing Diversity | -To know the present employment practices.  -To understand the strategies of practicing EEO.  -To define adverse impact of practicing EEO. | **Week 5** | -Group seat work-  **“ Ways of Practicing EEO in the organization**” | -Lecture  discussion with multimedia  -Group Discussion    -Case Study  -Video presentation  **-Quiz 2 will be taken** | ● Apply the strategies to practice EEO in the organization  **CLO 3** |
| Strategic Job Analysis | -To define the strategic job analysis.  - To know the methods of strategic job analysis.  -To identify the relationship between organization and strategic job analysis. | **Week**  **6** | -Group seat work-  **“ Process of Conducting a Successful Job Analysis**” | -Lecture  discussion with multimedia  -Group Discussion    -Case Study  -Video presentation | ● Apply the strategies to successfully conduct the job analysis for the organization  **CLO 3** |
| **Exam Review** | - To make an Overview |  | Lectures, Questions and Answers |  |  |
| **MID-TERM EXAMINATION** |  | **Week 7** |  |  |  |
|  | Mid-term Exam Paper discussion and sharing mid-term grades  **Allocate group final term assignment** | **Week 8** |  |  |  |
| Aligning HR with Strategy | - To analyze the link between HR processes and HR strategy.  - To discuss the HR Strategy differentiation. | **Week 9** | - Students will prepare the home assignments and submit it to the course teacher. | -Lecture  discussion with multimedia  -Group Discussion    -Case Study  -Video presentation | ● Apply the different techniques to create the link between HR processes and HR strategies  ● Develop the tools to make the differentiation of HR strategies  **CLO 3** |
| The HR Forecasting Process | -To identify the environmental and organizational factors affecting HR forecasting.  -To determine net HR requirements. | **Week 10** | -Group seat work-  **“Ways of Enhancing Forecasting Capabilities of HR manager”** | -Lecture  discussion with multimedia  -Group Discussion    -Case Study  -Video presentation | ● Create interest among the students about the importance of HR forecasting  **CLO 4** |
| Information Technology for HR Planning | -To identify the relationship between IT and HRM.    - To apply the technique to select technology solutions for HRM.  -To generate the technique to implement and evaluate technology properly. | **Week 11** | **-**Interactive discussion based one the necessity of information technology for HR planning  - Students will prepare the home assignments and submit it to the course teacher. | -Lecture  discussion with multimedia  -Group Discussion    -Case Study  -Video presentation  **-Quiz 3 will be taken** | ●Solved the problem given by the course teacher  ●Generate the strategy to apply the information technology in strategic HRM  **CLO 5** |
| Downsizing and Restructuring | -To discuss about downsizing phenomenon  - To analyze the restructuring strategies | **Week 12** | -Conduction of open discussion session  -Questions & Answers Session | -Lecture  discussion with multimedia  -Group Discussion    -Case Study  -Video presentation | ● Analyze the downsizing & restructuring strategy  **CLO 6** |
| Virtual Organization | -To discuss the concept of virtual organization.  -To prepare a standard structure for virtual organizations | **Week 13** | -Group seat work-  **“ Process of Establishing a Virtual Organization”** | -Lecture  discussion with multimedia  -Group Discussion    -Case Study  -Video presentation | ● Develop interest among the students about the necessity of virtual organization  **CLO 6** |
| **Exam Review** | -To make an overview |  | Lectures, Questions and answers | -**Quiz 4 will be taken** |  |
| **FINAL EXAMINATION** |  | **Week 14** |  |  |  |

**6. ASSESSMENT PATTERN**

**Quizzes:**

4 quizzes will be taken during the semester. Out of these 4 quizzes best 3 quizzes will be counted. No makeup quizzes will be taken. Students are strongly recommended not to miss any quizzes.

**Assignment:**

The students will have to form a group of maximum 5 members. The topic or case studies will be given as assignment in groups during the class which they have to prepare at home and will submit on or before the due date. No late submission of assignments will be accepted. Students will have to do the presentation on the given topic as assignment in given date.

**CIE- Continuous Internal Evaluation (35 Marks)**

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| **Bloom’s Category**  **Marks (out of 60)** | **Assignments**  **(05)** | **Quizzes**  **(15)** | **Presentation**  **(08)** | **Attendance**  **(07)** |
| Remember |  | 05 |  |  |
| Understand | 05 |  |  |  |
| Apply | 06 |  |  |  |
| Analyze | 05 |  |  | 07 |
| Evaluate | 04 |  |  |  |
| Create | 05 |  |  |  |

**SMFE- Semester Mid & Final Examination (65 Marks)**

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| **Bloom’s Category** | **Test** |
| Remember | 10 |
| Understand | 05 |
| Apply | 25 |
| Analyze | 05 |
| Evaluate | 10 |
| Create | 10 |

**Part D-Learning Resources**

**7. Textbook**

1.Strategic Human Resources Planning by Monica Belcourt, Kenneth J. McBey, Ying Hong, and Margaret Yap, Fifth Edition, Cengage Learning.

**Reference Books & Materials:**

**1.**Human Resource Management: A Strategic Approach by William P. Anthony, Pamela L. Perrewe and Michele K. Kacmar, Latest edition, The Dryden Press.

**2**.Strategic Human Resource Management by L. Graton, H.V. Halley, P. Stiles, and C. Truss, Oxford University Press.

**3**.Strategic Human Resource Management: A Reader by C. Mabey, G. Salaman and J. Storey, Sage, London.

**4**.Strategic Human Resource Management by Dr. M. Ataur Rahman, Latest edition, Zahin Publication , Dhaka.

**Last but not the least:**

Additional classes are always encouraged from both the parties to catch up things that take more time to comprehend. It is your responsibility to attend the extra class when announced.

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**Dr. AKM Mohsin**

**Adjunct Faculty, FBE**

**Daffodil International University**

*N.B.:* *Course instructor reserves the right to make any changes on the above if necessary*.