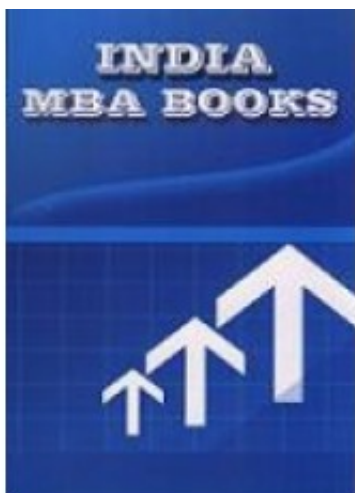


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OBJECTIVE

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Unit 1: INTRODUCTION TO STRATEGIC HRM .

Strategic Role of HRM, Planning and Implementing Strategic HR policies, HR Strategies to increase firm performance.

Unit 2: INVESTMENT PERSPECTIVES OF HR

Investment Consideration, Investments in Training and Development, Investment Practices for improved retention, Job secure workforce, Nontraditional Investment Approaches.

Unit 3: MANAGING STRATEGIC ORGANIZATION

Managing Strategic Organizational Renewal- Managing change and OD, instituting TQM Programmes,

Creating Team based Organizations, HR and BPR, Flexible work arrangement.

Unit 4: ESTABLISHING STRATEGIC PLANS

Establishing Strategic pay plans, Determining periods, Establishing periods, Pricing Managerial and

professional jobs, Compensation trends, Objectives of International Compensation, Approaches to

International Compensation, Issues related to double taxation. Cases.

Unit 5: GLOBAL HRM

Managing Global Human Resources-HR and the internationalization of business, Improving international

assignments through selections, Training and maintaining international employees, Developing

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