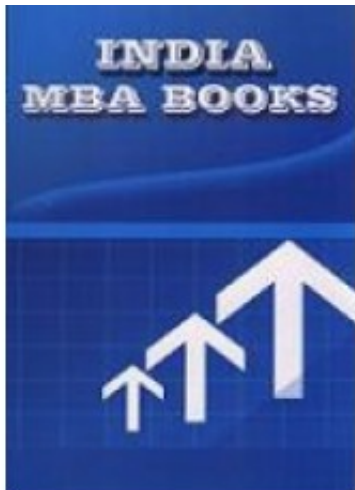


# STRATEGIC HUMAN RESOURCE MANAGEMENT



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Introduction to SHRM – concepts and process. Formulating and implementation of HRM strategies. HR specialists as strategic partners, changing circumstances in the industrial environment.

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Key business issues – role of HR, role of directors. Strategies for improving organizational effectiveness – Strategies for organizational transformation.

### **Unit 3**

Transformation through leadership – transformation programme. Role of HR in organizational transformation.

### **Unit 4**

Change process – change models. Strategies for developing the employment relationship. Performance management strategy – process of performance management.

### **Unit 5**

SHRM in practice – National and International practices.

### **Textbooks:**

1. Michael Armstrong, Strategic Human Resource Management, Koga Paye, 2nd edition, 2000. 2. Srinivas. R. Kandula, Strategic Human Resource Development – PHI, 2002

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