COURSE PACK MAIL & SUPPORTIVE EVIDENCES

COURSE PACK MAIL & SUPPORTIVE EVIDENCES (ACADEMIC YEAR 2023-2024):

Course Pack Mail :
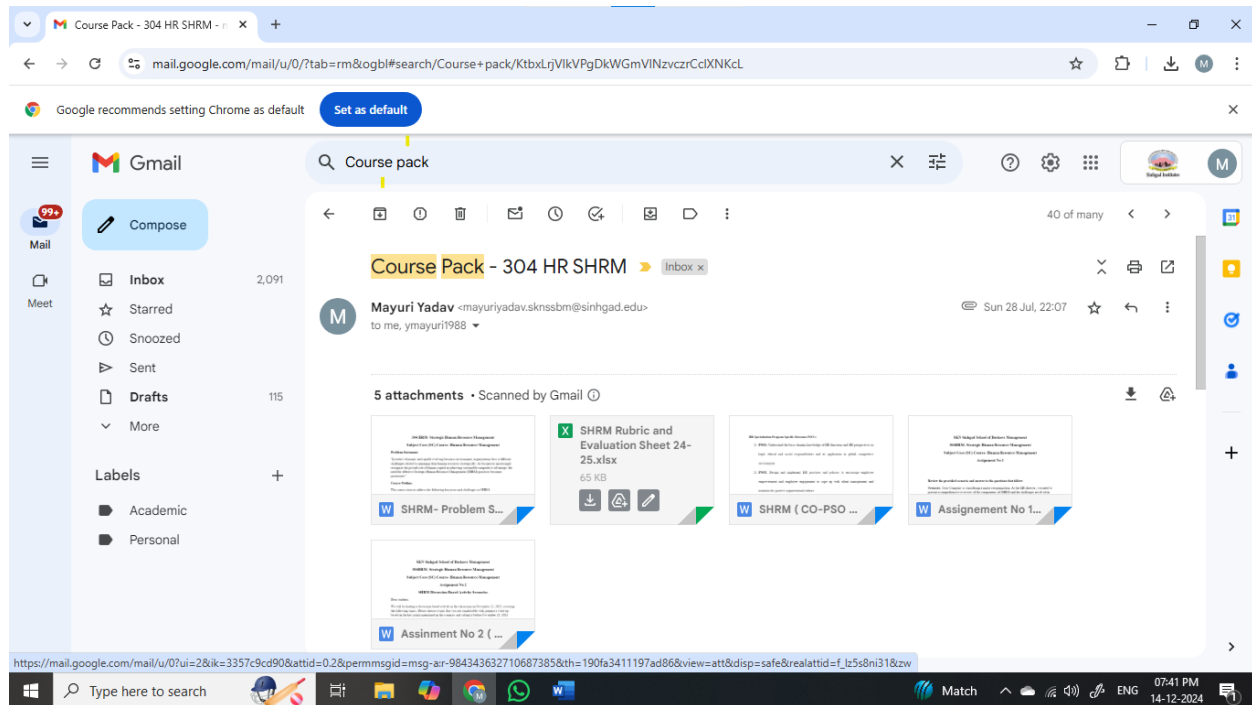
Attachment:

304 HRM- Strategic Human Resource Management

Subject Core (SC) Course- Human Resource Management

Problem Statement:

"In today's dynamic and rapidly evolving business environment, organizations face a different challenge related to managing their human resources strategically. As businesses increasingly recognize the pivotal role of human capital in achieving sustainable competitive advantage, the need for effective Strategic Human Resource Management (SHRM) practices becomes paramount."

Course Outline:

This course aims to address the following key areas and challenges in SHRM:

Defining Effective SHRM: Defining and understanding the concept of SHRM and its objectives in the context of contemporary organizations. How can organizations align their HR strategies with their overall business strategies to maximize performance and competitiveness?

Evolving Landscape of HRM: Analyzing the evolution of SHRM and the shift from traditional HR practices to strategic approaches. What factors have driven this evolution, and how can organizations adapt to this changing landscape?

Components of SHRM: Exploring the critical components of SHRM, including human capital management, valuation of human resources, HR cost, and investments in HR. How can organizations effectively manage their human capital to achieve strategic objectives?

HR Planning for Strategic Impact: Investigating the role of HR planning as a strategic tool. How can businesses integrate HR planning with their overall business strategies, and what are the best practices for job analysis, demand forecasting, and supply forecasting in the HR planning process?

Specific HR Strategies: Examining specific HR strategies such as talent management, career planning, succession planning, compensation, and employee engagement. What are the strategic implications of these HR practices, and how can they contribute to organizational success?

Global Dimensions of SHRM: Assessing the challenges and opportunities of SHRM in an international context. How can organizations navigate cross-cultural management and ethical considerations while pursuing global competitive advantage through their HR strategies?

Implementation Challenges in the Indian Context: Addressing the unique challenges and issues organizations face when implementing HR strategies in the Indian business environment. What are the cultural, legal, and economic factors that impact SHRM in India?

By delving into these critical problem areas, this course aims to equip students with the knowledge and skills necessary to develop and implement effective SHRM strategies that align with the broader goals of organizations in an increasingly competitive and globalized world."

This problem statement outlines the key challenges and questions that the course will address, setting the stage for a comprehensive exploration of Strategic Human Resource Management.

Course Outcome:

On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO304HRM.1	REMEMBERING	REMEMBER the strategies adopted by HR and their implementation issues and challenges faced by the organization in national and international context.

CO304HRM.2	UNDERSTANDING	Ability to UNDERSTAND and ARTICULATE the basic concepts of SHRM and link the HR strategies to the organizational business strategies.
CO304HRM.3	APPLYING AND ANALYZING	Ability to ANALYZE HR as an investment to the company.
CO304HRM.4	EVALUATING	Ability to INTERPRET and EVALUATE the implementation of the HR strategies.
CO304HRM.5	CREATING	FORMULATE and provide realistic solutions to the industry by designing innovative strategies and logical decision making.

Course Objective:

The primary objective of this course is to help you develop an understanding and appreciation of the role strategic human resource management in a firm's success, along with knowledge of the basic functions of human resource management, current practices, and issues.

After taking this class, students should be prepared to:

1) Recall and apply major theoretical and topics in strategic human resource management, such as alignment and core competencies.

2) Demonstrate an understanding of strategic human resource practices and how to design and implement them strategically in organizations to influence organizational effectiveness.

3) Develop a regard for ethics, as they play a role in strategic human resource decisions, and an ability to make judgments based upon ethical and environmental considerations.

4) Identify and analyze human resource management problems in organizations and develop strategic solutions to these problems.

5) Use quantitative tools and information where appropriate to make and explain decisions.

6) Partner with HRM professionals or Company leaders to implement strategic human resource management practices.

CO-PO Matrix:

Cos	POs									
	PO1	PO2	P03	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	2	-	-	-	-	-	-	-	-	-
CO2	3	2	-	3	2	-	-	-	-	-
CO3	3	3	-	2	-	2	-	-	-	-

CO4	-	-	3	-	-	-	-	-	-	2
CO5	-	3	3	1	-	-	-	-	-	-
AVERAGE	2.6	2.6	3	2	2	2	0	0	0	2

Justification:

1. CO2 (Understanding) is highly correlated with PO1 (Generic and Domain Knowledge) and CO3 (Applying and analyzing highly correlated with PO1 (Generic and Domain Knowledge) and PO2 (Problem solving and Innovation) because main objective of this course is to recall and apply major theoretical and topics in strategic human resource management, such as alignment and core competencies.

2. In above CO-PO matrix it is observed that weighted average of PO1 (Generic and Domain Knowledge),PO2 (Problem solving and Innovation) & PO3 (Critical Thinking) having high value because the objective of this course is to demonstrate an understanding of strategic human resource practices and how to design and implement them strategically in organizations to influence organizational effectiveness.

CO-PSO Matrix

	PSO1	PSO2	PSO3
CO1	2	-	-
CO2	3	2	-
CO3	2	-	3
CO4	-	3	-
CO5	-	3	3
Average	2.3	2.6	3

Justification:

CO2 (Understanding) is highly correlated with PSO1because main objective of this course is to recall and apply major theoretical and topics in strategic human resource management, such as alignment and core competencies.

In above CO-PSO matrix it is observed that weighted average of PSO2 & PSO3 having high value because the objective of this course is to demonstrate an understanding of strategic human resource practices and how to design and implement them strategically in organizations to influence organizational effectiveness.

				Academic Year 2023-24 (Sem-3)			
				Rubric For - Strategic Human Resource Management			
				S.K.N. Sinhgad School of Business Management			
Group	**CCE**	**Course Outcomes CO**	**Program Outcomes PO**	**Description of assessment (Brief Concept Note)**	**Criteria of the assessment (Expected learning outcomes)**	**Description of what is expected for each assessment component (Expectation from the student)**	**Format and mode of submission, submission timeliness**
Group A	Home written Assignment	CO 1 : Remembering CO2: Understanding CO 3 : Applying	PO 1 Generic & Domain Knowledge PO 2: Problem Solving and Innovation & PSO1	Questions based on remembering, understanding and applying	The Concept Understanding remembering and applying of concept	Student should solve that applying their understanding and by applying that concept hey should solve that assignment	Google Quiz will be created and students should submit and solve that test
Group B	Caselet	CO2: Understanding CO 3 : Applying CO4: Analysing CO5: Evaluating CO6 : Creating	PO 1 Generic & Domain Knowledge PO2 Problem solving & Innovation PO3 Critical Thinking PO4 Effective communication PO 6 Global Orientation and Cross-Cultural Appreciation, , PSO1, PSO2 & PSO3	Different case let on different concepts and situations were given on the basis of that apply alternate solutions and analyse the situation accordingly	The concept applying and analysing of concept	Applying: Apply the concept according to the situation Analysing: Find out good solution according to that Concept	Write up on case let and questions should be solved within 7 days and submit hard copy individually
Group E	Discussion Boards	CO2: Understanding CO3: Applying CO5 :	PO 1 Generic & Domain Knowledge PO2 Problem solving & Innovation,	Different scenario we will give to Students and we will ask	Understanding of how to develop different solutions in	Team	1 page write up on what they have learned through this activity

		Evaluating CO6:Creating	PO3 Critical Thinking, PO4 Effective communication, PO5: Leadership & Team work, PO 10 Lifelong Learning, PSO1 & PSO2	students to discuss about different possible solutions as a HR we can develop for that particular situation	particular situation		

SKN Sinhgad School of Business Management

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Assignment No 1

Review the provided scenario and answer to the questions that follow:

Scenario: Your Company is considering a major reorganization. As the HR director, you need to present a comprehensive overview of the components of SHRM and the challenges involved in implementing it.

- Discuss the components of SHRM, including Human Capital Management and Valuation of Human Resources, in the context of your company's reorganization.
- How do HR costs and investments in HR relate to the formulation of HR strategies?

Scenario: You are an HR consultant working with a multinational company. The organization is expanding, and you need to guide them on the strategic aspects of HR planning**.**

- Discuss the qualitative and quantitative methods of forecasting and analyzing HR demand.
- Analyze the importance of external and internal supply forecasting in HR planning.

Scenario: Your Company is experiencing a high turnover rate, and you need to address this issue by implementing specific HR strategies.

- Present talent management strategies that can help reduce turnover and retain top talent in your organization.
- Outline the significance of career planning and succession planning in HR strategies and discuss how they contribute to organizational growth.

Kindly submit the assignment before -------------------

Regards,

Dr.Mayuri Yadav

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Assignment No 2

SHRM Discussion Board Activity Scenarios

Dear students,

We will be hosting a discussion board activity in the classroom on November 21, 2023, covering the following topics. Please choose a topic that you are comfortable with, prepare a write-up based on the key points mentioned in the scenario, and submit it before November 21, 2023.

1: Talent Management Strategy

A mid-sized technology company is experiencing high turnover among its software developers. The turnover is affecting project timelines and quality. The HR department is tasked with developing a talent management strategy to address this issue.

Key Points:

- The HR department should conduct exit interviews to understand the reasons behind the high turnover.
- Implement a structured onboarding process to help new hires acclimate to the company culture and values.
- Develop career progression plans for software developers to increase retention.
- Provide ongoing training and skill development opportunities to keep employees engaged and up-to-date with industry trends.
- Consider offering competitive compensation packages and benefits to attract and retain top talent.

2. Mergers and Acquisitions (M&A) Integration

Two companies in the healthcare industry have merged, resulting in a significant overlap in their workforce. The HR department is tasked with integrating the two organizations' cultures and HR practices.

Key Points:

- Conduct a cultural assessment in both organizations to identify similarities and differences.

- Develop a communication plan to inform employees about the merger and its implications.
- Create a cross-functional team to manage the integration process.
- Harmonize HR policies and procedures, including compensation and benefits.
- Provide training and support to employees to help them adapt to the new organization's culture.

3: Managing a Remote Workforce

A global IT services company has transitioned to a remote work model due to the COVID-19 pandemic. The HR department faces the challenge of managing a remote workforce effectively.

Key Points:

- Establish clear remote work policies, including expectations for work hours and communication.
- Provide employees with the necessary technology and tools to work remotely efficiently.
- Offer remote team-building activities and support for employee well-being.
- Implement regular check-ins and performance evaluations to track productivity and address any issues.

4: Diversity and Inclusion Initiatives

A manufacturing company is committed to enhancing diversity and inclusion within its workforce. The HR department is tasked with implementing effective diversity and inclusion initiatives.

Key Points:

- Conduct a diversity audit to assess the current demographics of the workforce.
- Develop diversity and inclusion training programs for all employees.
- Establish mentorship and sponsorship programs to support underrepresented employees' career growth.
- Encourage diversity in recruitment efforts and create diverse hiring panels.
- Create a safe space for employees to report discrimination or bias incidents.

Kindly submit it before-------------------------------------.

Regards,

Dr.Mayuri Yadav