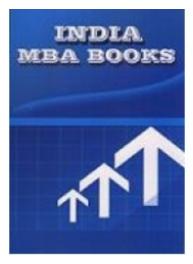
# Strategic Human Resource Management



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**Strategic Human Resource Management** 

# Unit

Contents

Sessions

1

Strategic Perspective

HR Strategies, Strategic role of top & line management, Formulating HR strategies, Types of HR Strategies, HRD, Life cycle of organizations & HRD, Impact of organizational Performance & HRD

2

Talent Management

Career Planning and Succession Planning: Evolution of careers, career planning perspectives organization-centered career planning, Individual-centered career planning

Succession Planning: Definition, Elements of Succession planning, Relation between career planning and succession planning, challenges of succession planning

Competency and Potential Development: What are competencies, How do competencies differ from skills and knowledge, Integrated HR practices through competency development, benefits from competency-based on HR practices, Desired outcomes for organizations, competency based HR practices: outcomes for employees, developing a skill matrix, Retention strategies

3

Alignment of HR strategies for Improving Organizational Effectiveness

Cross Cultural Diversity, Cross Border Mergers & Acquisitions, Learning organization, Employee Engagement Strategy, Strategic Responses of Indians Most valuable companies.

4

SHRM Issues & Challenges

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## **Global Dimensions**

International Context for HR strategy, Global Competitive Advantage, SHRM in International Context, Global Performance Management issues, Global T&D , Global Ethical Environment, Staffing for International Assignments, Leadership & Motivation in Global context

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