

# Strategic Human Resource Management



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## Description

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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

Compensation Management & Appraisal in MNC, Managing Diversity, Mergers & Acquisitions, Attracting & Retention of Talent, Competencies Mapping

5

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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