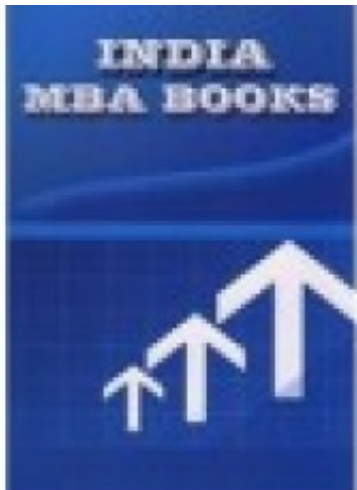


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**Pub. Date: NEW EDITION APPLICABLE FOR Current EXAM**

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**to strategic HR, role of HR in strategic planning**

**Unit-II**

**Strategic fit frameworks: linking business strategy and HR strategy, HR bundles approach, best practice approach; business strategy and human resource planning; HRM and firm performance linkages – measures of HRM performance; sustained competitive advantages through inimitable HR practices**

**Unit -III**

**HR Systems: staffing systems, reward and compensation systems, employee and career development systems, performance management systems**

**Unit-IV**

**Strategic options and HR decisions – Downsizing and restructuring, domestic and international labour market, mergers and acquisitions, outsourcing and off shoring**

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