

STRATEGIC HUMAN RESOURCE MANAGEMENT



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Short Description

STRATEGIC HUMAN RESOURCE MANAGEMENT

Description

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UNIT I HUMAN RESOURCE DEVELOPMENT 10

Meaning – Strategic framework for HRM and HRD – Vision, Mission and Values – Importance – Challenges to Organisations – HRD Functions - Roles of HRD Professionals - HRD Needs Assessment - HRD practices – Measures of HRD performance – Links to HR, Strategy and Business Goals – HRD Program Implementation and Evaluation – Recent trends – Strategic Capability , Bench Marking and HRD Audit.

UNIT II E-HRM 6

e- Employee profile– e- selection and recruitment - Virtual learning and Orientation – e - training and development – e- Performance management and Compensation design – Development and Implementation of HRIS – Designing HR portals – Issues

**in employee privacy – Employee surveys
online.**

UNIT III CROSS CULTURAL HRM 7

**Domestic Vs International HRM - Cultural Dynamics -
Culture Assessment - Cross Cultural Education
and Training Programs – Leadership and Strategic HR
Issues in International Assignments - Current
challenges in Outsourcing, Cross border Mergers and
Acquisitions - Repatriation etc - Building
Multicultural Organisation - International Compensation.**

UNIT IV CAREER & COMPETENCY DEVELOPMENT 10

**Career Concepts – Roles – Career stages – Career
planning and Process – Career development
Models– Career Motivation and Enrichment –Managing
Career plateaus- Designing Effective Career
Development Systems – Competencies and Career
Management – Competency Mapping Models –
Equity and Competency based Compensation.**

UNIT V EMPLOYEE COACHING & COUNSELING 12

**Need for Coaching – Role of HR in coaching – Coaching
and Performance – Skills for Effective
Coaching – Coaching Effectiveness– Need for Counseling –
Role of HR in Counseling - Components
of Counseling Programs – Counseling Effectiveness –
Employee Health and Welfare Programs – Work
Stress – Sources - Consequences – Stress Management
Techniques.- Eastern and Western
Practices - Self Management and Emotional Intelligence.**

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