

**Veer Narmad South Gujarat University**  
**Bachelor of Business Administration**  
**Year – III (Semester – V) (W.E.F. A.Y.2021-22)**

**Subject Name: Advance Human Resource Management  
(HRM Elective Group)  
Subject Code: HSE-2 506**

**Course Content:**

**Chapter 1: Strategic Human Resource Management**

**(20%)**

1. Meaning, Definition and Components of Strategic HRM
2. Difference between traditional HRM, SHRM and HR Strategy
3. Benefits and Barriers of SHRM
4. Competencies required of HR Development to become Strategic partner
5. Essential elements of SHRM

**Chapter 2: Managing Global Human Resources**

**(20%)**

1. Globalization and its impact on HRM
2. IHRM- Definition and need
3. Differences between IHRM and Domestic HRM
4. HR functions at International level (Recruitment, Selection, Performance Management, Compensation, Cross cultural Training & Development)
5. The expatriate and Repatriation (Stages and Problems)

**Chapter 3: Recent trends in HRM**

**(30%)**

1. E-HRM and various aspects (E-Job design, E- recruitment, E- selection, E-performance appraisal, E- training & Development)
2. HR Accounting, HR Audit, HR Records, HRIS, HR Research (Need, Objectives, Advantages, Disadvantages)
3. Family Work Life Balance, Quality of Work life, Outsourced Recruitment, Employer Branding, Dual Career Couples, Flexi time, Contingent workforce, Talent Management, HR Analytics, Re-engineering work processes for improved productivity

#### **Chapter 4: Managing Power, Politics and Culture**

**(30%)**

1. Definition and Sources of power
2. Power tactics and Effective use of power in organization
3. Essence of Politics, Types of political activities, Ethics of power and politics
4. Meaning of Organization Culture
5. Creation of Culture and Effects of Culture
6. Sustaining Culture
7. Changing Organization Culture

#### **Reference Books:**

- 1) Human Resource Management by C. B.Gupta
- 2) Human Resource Management by S. S.Khanka
- 3) Essentials of Human Resource Management and Industrial Relations by P. SubbaRao
- 4) Organization Behaviour By K.Ashwathappa
- 5) Human Resource Management by GaryDessler
- 6) Human Resource Management by BiswajeetPatnayak
- 7) Human Resource Management by K.Ashwathappa