

**Veer Narmad South Gujarat University**  
**HSE-2: 506 - ADVANCED Human Resource**  
**Management**  
**(HRM Elective Group)**

<b>Course</b>	506
<b>Course Title</b>	ADVANCED Human Resource Management
<b>Credit</b>	4
<b>Teaching per Week</b>	4
<b>Review / Revision</b>	June, 2022
<b>Minimum weeks / Semester</b>	15 (Lectures, Assignments, Case Studies, Presentations, Practical Examples from corporate and business world.)
<b>Medium of Instruction</b>	English
<b>Purpose of Course</b>	<ul style="list-style-type: none"> <li>• This subject will enable the students to learn the necessities of managing Human Resources in Organizations and expose them to the Contemporary issues in HRM, which in turn will mould the students into HR professionals</li> </ul>
<b>Course Objective</b>	<ul style="list-style-type: none"> <li>• To develop the understanding of the concept of human resource management and to understand its relevance in organizations. To develop necessary skills for application of various HR issues. To analyse the strategic issues and strategies required to select and develop manpower resources.</li> </ul>
<b>Course Outcome</b>	<ul style="list-style-type: none"> <li>• Integrated perspective on the role of HRM in modern business. Ability to plan human resources and implement techniques of job design</li> <li>• Competency to recruit, train, and appraise the performance of employees</li> <li>• Rational design of compensation and salary administration</li> <li>• Ability to handle employee issues and evaluate the new trends in HRM</li> </ul>
<b>Course Content</b>	
<b>Unit 1: Strategic Human Resource Management</b>	<b>(20%)</b>
<ul style="list-style-type: none"> <li>• Meaning - Strategy, Strategic Management and Strategic HRM</li> <li>• Difference between Traditional HRM and Strategic HRM</li> <li>• Process of Linking HR Strategy with Organisational Strategy</li> <li>• Corporate and SBU Strategy VIS-A-VIS Appropriate HR Strategies</li> <li>• Benefits and Barriers of SHRM</li> </ul>	
<b>Unit 2: Managing Global Human Resources</b>	<b>(20%)</b>
<ul style="list-style-type: none"> <li>• International HRM - Definition and Need</li> <li>• Differences between IHRM and Domestic HRM</li> <li>• HR functions at international level (Recruitment, Selection, Performance Management, Compensation, Cross cultural Training &amp; Development)</li> <li>• The Expatriate and Repatriation (Stages and Problems)</li> </ul>	

**Unit 3: Recent Trends in HRM****(30%)**

- E-HRM and various aspects (E-Job Design, E- Recruitment, E- Selection, E- Performance Appraisal, E- Training & Development)
- HR Accounting (Meaning, Objectives, Advantages, Limitations and Methods of HR Valuation), HR Audit (Meaning, Objective, Scope and Process)
- HR issues in Business Process Outsourcing, Emotional Intelligence (Concept and Goleman's Theory of EI), HR Six Sigma Process, Knowledge Management, Flexi-time, Contingent Workforce, Talent Management.

**Unit 4: Managing Power, Politics and Culture****(30%)**

- Definition and Sources of Power
- Effective use of Power in organization
- Power Tactics
- Politics, Types of Political Activities
- Meaning of Organization Culture
- Essence of Culture
- Creation of Culture
- Sustaining Culture
- Effects of Culture

**Suggested Readings:**

1. Human Resource Management by C.B. Gupta (Sultan Chand & Sons)
2. Human Resource Management by S.S. Khanka (S. Chand & Company)
3. Essentials of Human Resource Management and Industrial Relations by P. Subba Rao (Himalaya Publishing House)
4. Organisational Behaviour by K. Ashwathappa (Himalaya Publishing House)
5. Human Resource Management by K. Ashwathappa (Tata McGraw Hill)
6. Human Resource Management by L.M. Prasad (Sultan Chand & Sons)
7. Human Resource Management by Gary Dessler (Pearson)
8. Human Resource Management by Biswajeet Pattanayak (PHI)