

HRM-801 HRM Strategy and Practice

The course focuses on the development and maintenance of effective individual/organizational performance in a variety of organizational contexts and industrial sectors. It also explores the theoretical foundations (models of HRM and different HR perspectives), historical development, and contemporary practice of human resource management (HRM). Topics include methods and techniques of job analysis, job design, manpower planning, recruiting and selection, training and development, compensation, performance appraisal, and legal guidelines and compliance requirements.

Objectives

- ⊕ To understand the importance of HRM and organizational strategy through a study of the best practices models such as high commitment, best fit/contingency and RBV tradition models.
- ⊕ To highlight the role of core HRM functions like recruitment and selection, training and development, compensation and benefits, performance management systems and organizational development as practiced in organizations.
- ⊕ To create an awareness of how HRM can be a source of a sustainable competitive advantage to an organization competing in the 21st century business environment.

Outcomes

- ⊕ Will understand the influence of multiple forces in the internal and external environment on the HRM function in an organization.
- ⊕ Will analyse and highlight the indicators of high performance through best practices in HRM for any organization.
- ⊕ Will identify and employ the multiple HRM core activities that recruit, select, train and develop the workforce.
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Text and reference books

- ⊕ Marchington M. and Wilkinson A. (2012), *Human Resource Management at Work*. CIPD.
- ⊕ Boxall P. and Purcell J. (2008), *Strategy and Human Resource Management*, Palgrave.