### Veer Narmad South Gujarat University

#### HSE-2: 506 – Advance Human Resource Management (HRM Elective Group)

###### Third Year BBA(Semester5) With Effect from A.Y.2021-22

**Course Content:**

**Chapter 1: Strategic Human Resource Management (20%)**

1. Meaning, Definition and Components of StrategicHRM
2. Difference between traditional HRM, SHRM and HRStrategy
3. Benefits and Barriers ofSHRM
4. Competencies required of HR Development to become Strategicpartner
5. Essential elements ofSHRM

**Chapter 2: Managing Global Human Resources (20%)**

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

**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 improvedproductivity

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

1. Definition and Sources ofpower
2. Power tactics and Effective use of power inorganization
3. Essence of Politics, Types of political activities, Ethics of power andpolitics
4. Meaning of OrganizationCulture
5. Creation of Culture and Effects ofCulture
6. SustainingCulture
7. Changing OrganizationCulture

**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