



# INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal - 500 043, Hyderabad, Telangana

## COURSE CONTENT

EMPLOYEE RETENTION								
III Semester: MBA								
Course Code	Category	Hours / Week			Credits	Maximum Marks		
		L	T	P		C	CIA	SEE
CMBD37	Elective	4	-	-	4	40	60	100
		<b>Contact Classes: 45</b>		<b>Tutorial Classes: Nil</b>		<b>Practical Classes: Nil</b>		<b>Total Classes: 45</b>
<b>Prerequisite: Human Resource Management</b>								

### I. COURSE OVERVIEW:

The aim of this course offers a profound exploration of HR's strategic role, emphasizing planning, investment perspectives, organizational management, strategic planning, and the global dimensions of HRM. Participants will grasp the intricacies of aligning HR strategies with organizational goals, fostering talent quality management, and navigating global HR challenges.

### II. COURSES OBJECTIVES:

#### The students will try to learn:

- I. The main differentiating features and characteristics of the strategic human resource management paradigm towards the firm performance.
- II. The key aspects of investment patterns towards the development of resources and forecasting the human resources needs of an organization.
- III. The strategic pay plans that are cost effective, that increase productivity of the work force, and comply with the legal framework.
- IV. The strategic international human resource management issues and cope up with the strategies with respect to global strategic alliances.

### III. COURSE OUTCOMES:

#### At the end of the course students should be able to:

- CO1 Explore the strategic role of HRM, delve into planning and implementing strategic HR policies.
- CO2 Examine investment considerations in HR, focusing on training and development, retention practices, job security, and non-traditional investment approaches.
- CO3 Describe the manage strategic skills for organizational renewal, navigate change, institute Talent Quality Management (TQM) programs.
- CO4 Create team-based organizations, and integrate HR with Business Process Resourcing (BPR) and flexible work arrangements.
- CO5 Explore the establishment of strategic pay plans, pricing managerial and professional jobs, compensation trends, and objectives of international compensation management.
- CO6 Examine the management of global HR, internationalization of business, improving international assignments, developing international staff, and strategies for global and transnational success.

#### **IV. COURSE CONTENT:**

##### **MODULE – I: INTRODUCTION TO STRATEGIC HRM (10)**

Strategic Role of HRM, Planning and Implementing Strategic HR Policies, HR Strategies to Increase Industry Performance.

##### **MODULE - II: INVESTMENT PERSPECTIVES OF HR(10)**

Investment Consideration, Investments in Training and Development, Investment Practices for Improved Retention, Investments in Job Security Work Courses, Non-Traditional Investment Approaches.

##### **MODULE - III: MANAGING STRATEGIC ORGANISATION (05)**

Managing Strategic Skills of Organizational Renewal, Managing Change and Instituting Talent Quality Management (TQM) Programs.

Creating Team based Organizations, HR and Business Process Resourcing (BPR), Flexible work Arrangement.

##### **MODULE - IV: ESTABLISHING STRATEGIC PLANS (10)**

Establishing Strategic Pay Plans, Determining Periods, Establishing Periods, Pricing Managerial and Professional Jobs, Compensation Trends, Objectives of International Compensation management, Approaches to International Compensation and benefits, Issues Related to Double Taxation and Cases

##### **MODULE - V: GLOBAL HRM (10)**

Managing Global HR and Internationalization of Business, Improving International Assignments through Selections, Training and Maintaining International Employee, Developing International Staff and Multinational Teams, Global, and Transnational Strategies, Strategic Alliances, Sustainable Global Competitive Advantage, Globally Competent Managers and Human Resource Outsourcing

#### **V. TEXT BOOKS:**

1. Dr. Shalaka Parker, Mrs. Viral S. Ahire, “Strategic Human Resource Management”, 1<sup>st</sup> Edition, Nirali Prakashan, 2020.
2. Ekta Sharma, “Strategic Human Resource Management and Development”, Pearson Education, August, 2019
3. Feza Tabassum Azmi, “Strategic Human Resource management”, Cambridge University Press, May 2019.
4. Gary Dessler, Biju Varrkey, “Human Resource Management”, Pearson Education, 2017.
5. Mathur, SP, “Strategic Human Resource Management”, 1<sup>st</sup> Edition, New Age International (P) Ltd Publishers, 2015.

#### **VII. REFERENCE BOOKS:**

1. Anuradha Sharma, Aradhana Khandekar, “Strategic Human Resource Management- Indian perspective” First Edition, Sage publications, New Delhi.
2. Anand Das Gupta “Strategic Human Resource Management –Formulating and implementing HR strategies for competitive advantage”. First Edition, Routledge – Taylor and Francis Group.
3. Peter Boxall and John Purcell, “Strategy and Human Resource Management” “Fourth Edition, Palgrave publications USA.
4. H.R. Appanniah. Vijay Kumar. “Strategic Human Resource Management”, Second Edition, Himalaya Publication House, Bangalore.
5. P. Subba Rao, “Strategic Human Resource Management” Second Edition, Himalaya Publication House, Bangalore.

### **VII. Web References:**

1. <https://play.google.com/books/reader?id=mM8oCwAAQBAJ&hl=en&pg=GBS.PR7>
2. [https://play.google.com/books/reader?id=Dtm\\_DgAAQBAJ&hl=en&pg=GBS.PR11](https://play.google.com/books/reader?id=Dtm_DgAAQBAJ&hl=en&pg=GBS.PR11)
3. <https://play.google.com/books/reader?id=MNfYDwAAQBAJ&hl=en&pg=GBS.PT5.w.2.29.4.0>
4. <https://play.google.com/books/reader?id=z9RjDwAAQBAJ&hl=en&pg=GBS.PT8>

### **VIII. E-Text Books:**

1. <https://www.pdfdrive.com/strategic-human-resource-management-e15459785.html>
2. <https://www.pdfdrive.com/strategic-human-resource-management-e6137887.html>
3. <https://www.pdfdrive.com/strategic-human-resource-management-a-guide-to-action-e18644941>