

C P PATEL AND F H SHAH COMMERCE (AUTONOMOUS) COLLEGE, ANAND

(Managed by SARDAR PATEL EDUCATION TRUST, ANAND)

AFFILIATED TO SARDAR PATEL UNIVERSITY, V V NAGAR

An ISO 9001 2015 Certified / An ISO 14001-2015 Certified / An ISO 21001-2018 Certified
GUJARAT INSTITUTIONAL RATING FRAMEWORK (4 STAR)

AAA Reaccredited CGPA 3.56 – GRADE **A⁺** KCG-Dept of Edu. Govt. of Gujarat-April 2017

NAAC Reaccredited - CGPA 3.30 - GRADE **'A⁺'** UGC – MHRD, Govt. of India – June 2022

Syllabus as per NEP 2020 with effect from the Academic Year 2024-2025

Master of Commerce (MCOM)

Semester - IV

Course Code	PG04ECOM03	Title of the Course	STRATEGIC HUMAN RESOURCE MANAGEMENT
Total Credits of the Course	04	Hours per Week	04

Course Objectives	1. To make aware the students about new trends, strategies and horizons in the field of HR.
	2. To enable students learn concept, role of Leadership and Theories of leadership.
	3. To make students understand Recent Techniques in HRM.
	4. To help the students understand the Ethics in HRM and different ways of Resolving Ethical Issues in general

Course Content		
Unit	Description	Weightage (%)
1.	Introduction: Nature of Strategic HRM, Strategic HRM versus Conventional HRM, Role of HR in Strategic Management: Environmental Scanning, Strategy Formulation, Implementation and Evaluation, Barriers to Strategic HRM	25%
2.	Leadership: Leader versus Manager –Concept and Significance, Different Powers of a Leader and Guidelines for use. Theories of Leadership <ul style="list-style-type: none">• Trait Theory• Behavioural Theory• Contingency/Situational Theory Modern Theories of Leadership• Charismatic Leadership Theory• Transformational Leadership Theory Leadership styles based on Traditional Theories Leadership Styles based on Modern Theories Leadership Lessons from Mount Everest	25 %

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3.	Recent Techniques in HRM: Employees for Lease, Moon Lighting by employees: Blue Moon to Full Moon, Dual Career Groups, Flexitime and Flexiwork, Training and Development: Organisation's Educational Institutes, Management Participation in Employees' Organisations, Consumer Participation in collective bargaining, Collaborative Approach, Employee's Proxy, Human Resource Accounting, Organizational Politics, Exit Policy and Practice, Future of HRM	25%
4.	Ethics in HRM: Nature of Ethics, Myths about Ethics Why is Ethics Important? Ethical Dilemmas, HR Ethical Issues, Managing Ethics: Code of Conduct, Ethics Committees, Ethics Training Programmes, Different ways of Resolving Ethical Issues in general	25 %

Teaching-Learning Methodology	<ul style="list-style-type: none">• Direct Lecture• Power Point Presentations• Seminars• Students Presentations• Questions-Answers during lectures.
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written Examination	20%
2.	Internal Continues Assessment in the form of practical, Viva-voce, Quizzes, Seminars, Assignments, Attendance	10%
3.	External Examination	70%

Course Outcomes	
1.	After teaching this unit the students will able to learn the nature of strategic HRM, its comparison with conventional HRM, Role played the HR manager in SRHM. This crucial learning of the unit makes students the actual understanding of how to manage human resource by a HR manager and its functions, strategies undertook, its formulation, implementation and its evaluation and what can be the barriers faced by them in functioning this task.

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2.	This unit imparts complete knowledge about the concept of leader and manager, its significance, their different powers and actual guidelines to use that power. The different theories regarding the leaderships are well explained in this unit. Some modern and traditional leadership style theories are also taken into consideration in this unit so make out the difference between both the styles.
3.	This unit includes some of the recent trends in HRM which are faced by the employees during their job work. Employees for Lease, Moon Lighting by Employees, Dual Career, Flexi Work and Flexi Time, Training and Development, Employee's Proxy, Human Resource Accounting, Organizational politics like are some of the trends which employee faces and its detailed effects on his/her life is explained here for future perspective
4.	The takeaways a student gets from this unit is the use of ethics in HRM, to know how the nature of ethics which can get understandings about to deal with the other employees and pursue in business. Here about the different ethical issues and their different ways to resolve issues are mentioned in detail.

Suggested References

Sr. No.	References
1	K. Aswathappa, "Human Resource Management – Text Cases", Tata McGraw Hill Companies, New Delhi, 7th Reprint 2008.
2	L. M. Prasad, "Organisational Behaviour", Sultan Chand and Sons, New Delhi, 4th Edition – Reprint 2008
3	P. Subba Rao, "Personnel and Human Resource Management – Text and Cases", Himalaya Publishing House, Mumbai, 4th Edition 2009.
4	S. S. Khanka, "Human Resource Management- Text and Cases", Sultan Chand and Sons, New Delhi, First Edition – Reprint 2008.
