

Indian Institute of Technology Guwahati
Proposal for a New Course/ Revision of a Course

Course Number & Title: BM 629H & Strategic Human Resource Management	
L-T-P-C: 4-0-0-4	
Type of Letter Grading (Regular Letter Grades / PP or NP Letter Grades): Regular Letter Grades	
Kind of Proposal (New Course / Revision of Existing Course): New Course	
Offered as (Compulsory / Elective): Elective	
Offered to: Masters of Business Administration (MBA)	
Offered in (Odd/ Even / Any): Any	
Offered by (Name of Department/ Center): School of Business	
Pre-Requisite: NIL	
Preamble / Objectives (Optional):	
<p>Course Content/ Syllabus (as a <i>single paragraph</i> if it is not containing more than one subject. Sub-topics/ Sections may be separated by commas(,). Topics may be separated by Semi-Colons(;). Chapters may be separated by Full-Stop(.). While starting with broad heading, it may be indicated with Colon symbol before the topics. For example: <i>Multi-variable Calculus: Limits of functions, Continuity,</i>)</p> <p>Strategic Human Resource Management (SHRM): Nature and Significance, Strategic choice/contingent approaches, Best practice and resource-based approaches, Critical and institutional perspectives; Designing and Implementing strategic HRM, Managing Employee Voice and representation, Managing individual performance and commitment, Negotiating organizational change; Personal and professional competencies and attributes, Ethics in HRM balancing organizational objectives, professional obligations and personal values.</p>	
Books (In case UG compulsory courses, please give it as "Text books" and "Reference books". Otherwise give it as "References".)	
Texts: (Format: Authors, <i>Book Title in Italics font</i> , Volume/Series, Edition Number, Publisher, Year.)	
1.	Sharma, E., <i>Strategic Human Resource Management and Development</i> , 1 st Edition, Pearson, 2019.
2.	Rees, G., & Paul, S., <i>Strategic Human Resource Management : An International Perspective</i> , 1 st Edition, SAGE Publications India Pvt Ltd., 2019.
References: (Format: Authors, <i>Book Title in Italics font</i> , Volume/Series, Edition Number, Publisher, Year.)	
1.	Regis, R., <i>Strategic Human Resource Management and Development</i> , Excel Books, 2008.

Detailed Course Content (Optional) It will not be included in the Courses of Study Booklet		
Sl. No.	Broad Title / Topics	Number of Lectures
1		
2		
3		
4		
5		
Total Number of Lectures =		