

**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 single paragraph 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: Multi-variable Calculus: Limits of functions, Continuity, ..... )</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".					
<p>Texts: (Format: Authors, <i>Book Title in Italics font</i>, Volume/Series, Edition Number, Publisher, Year.)</p> <table border="1"> <tr> <td>1.</td> <td>Sharma, E., <i>Strategic Human Resource Management and Development</i>, 1<sup>st</sup> Edition, Pearson, 2019.</td> </tr> <tr> <td>2.</td> <td>Rees, G., &amp; Paul, S., <i>Strategic Human Resource Management : An International Perspective</i>, 1<sup>st</sup> Edition, SAGE Publications India Pvt Ltd., 2019.</td> </tr> </table>		1.	Sharma, E., <i>Strategic Human Resource Management and Development</i> , 1 <sup>st</sup> Edition, Pearson, 2019.	2.	Rees, G., & Paul, S., <i>Strategic Human Resource Management : An International Perspective</i> , 1 <sup>st</sup> Edition, SAGE Publications India Pvt Ltd., 2019.
1.	Sharma, E., <i>Strategic Human Resource Management and Development</i> , 1 <sup>st</sup> Edition, Pearson, 2019.				
2.	Rees, G., & Paul, S., <i>Strategic Human Resource Management : An International Perspective</i> , 1 <sup>st</sup> 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 =		