



Syllabus

Academic Year	2023/2024
Program	Strategic Management
course	Strategic Human Resource Management
Term	I semester
Year	2
SSD	SECS -P/10
Credits	6

INSTRUCTIONAL GOALS	The purpose of the course is to provide the students with insights into the practices of HRM. We also explore the impact of global economy in large and small organizations. Outsourcing, international competition, employees who are located and moved throughout the world, and different cultural considerations all affect HR management. The final goal is to provide the students of the critical view of new paradigms and identity of strategic human resources management in organizations.
INTENDED LEARNING OUTCOMES	<p>Describe the role of recruitment and selection; training and development in organizational performance, how this role should be effectively managed, and its contribution to the entrepreneurial skills.</p> <p>Awaken in the students a sense of managerial responsibility through the identification of compensation and benefits strategies. Analyzing how the organization can use to attract and retain employees, and the factors considered in establishing a particular approach to compensation.</p>
Pre-requisites	Students are requested to be familiar with topics involving: basic management theories, organizational theories, organizational design.
Course content	<p>INTERNATIONAL HRM Globalization and HRM (Domestic HRM x International HRM) Organization and National Cultures; M&A and the role of HRM</p> <p>PROCESSES OF HRM: "ATTRACTING PEOPLE" Tactics, techniques and sources of recruitment (local and global) Selection techniques and tests; Outsourcing; Headhunters</p> <p>PROCESSES OF HRM: "DEVELOPING PEOPLE" Training; Development; Appraisal performance; Career planning</p> <p>PROCESSES OF HRM: "REWARDING PEOPLE" Compensation; Remuneration; Administering benefits</p>



Reference Books	Armstrong, M. & Taylor, S. 2014. Armstrong's handbook of Human Resource Management Practice. 13th revised edition. Kogan Page Ltda. Buhler, P. 2002. Human Resource Management: All the information you need to manage your staff and meet your business objective. Streetwise Publication.
Teaching Methods	key concepts, methods and techniques introduced via synchronous mode. Group discussion; cases, video materials and group's dynamics with objective to combine conceptual and experiential approaches.
Assessment	Class participation, group projects, individual assessment
