|  |  |  |
| --- | --- | --- |
| **Course No 10** | **Item** | **Details** |
| (a) | *Title of the Course* | Strategic HRM For Organizational Excellence  |
| (b) | *Course Coordinator* | Prof. Amit ShuklaDepartment of Industrial and Management EngineeringIndian Institute of Technology Kanpur |
| (c) | *Duration (1-3 weeks)* | 1 Week |
| (d) | *Eligibility Criteria (basic expected background)* | Mid to Senior Level Executives, Faculty Members in the relevant disciplines |
| (e) | *Tentative dates for the proposed event* | Jan 18, 2021– Jan 23, 2021 |
| (f) | *Objectives* | The course sensitizes participants about potential of HRM as a game changer in today's uncertain business environment. It helps them distinguish the strategic approach to human resources from the traditional ritualistic one. HRM can go beyond the traditional passive/ reactive role and lead the organization's journey toward sustainable growth. It happens when HRM is consciously linked to organization's long term strategic vision and assumes a leadership position. Apart from theoretical framework, the course offers practical insights into how strategic HRM policies can be executed at the grass root level through select case studies, reading material, web-resources, classroom exercise and presentations.  |
| (g) | *Tentative list of topics to be covered* | * Course overview
* Corporate business strategies and its major drivers
* SHRM mandate: Alignment with corporate strategy (Ulrich's model)
* Strategic staffing: *Case study*
* Strategic performance management: *Case study*
* Strategic talent management: *Case study*
* SHRM and role of organizational culture: *Case study*
* Integration: *Case study*
* Final presentation and conclusion
 |