



Faculty of Management and Finance
Bachelor of Business Administration Honours in Human Resource Management
Degree Programme
Course Unit Information Sheet

Course Code		HRM 41553			
Course Name		Strategic Human Resource Management			
Semester		4000 Level - Semester I			
Credit Value	3	Core/Optional	Core	GPA/NGPA	GPA
Hourly Breakdown		Lectures	Practical	Independent Learning	
		45 Hours		105 Hours	
Course Description Strategic Human Resource Management (SHRM) focuses on formulating and implementing human resource strategies that are congruent with the corporate strategy of an organisation. This course provides knowledge and skills essential for making strategic decisions on acquiring, developing, and retaining appropriate employees to develop internal capabilities leading to competitive advantages.					
Intended Learning Outcomes				PLO Alignment	
At the end of the course unit, the student shall be able to,					
1. Explain concepts, theories, models, and techniques of Strategic Human Resource Management.				1, 2	
2. Discuss how a range of HR activities can be developed toward strategic alignment within the organisation.				10, 20, 21	
3. Analyse the implications for SHRM practices in a competitive environment.				18, 20, 22	
4. Assess the role of HRM in strategy formulation and implementation.				15, 19, 22	
5. Evaluate the contribution of Strategic Human Resource Management to organisational success.				6, 8, 10, 20,	
Course Content				Hours	ILOs
1. Introduction to Strategic HRM				3	1
2. Theoretical Perspectives of Strategic HRM				9	1, 2
3. The Human Resource Environment				3	3
4. Managing HR Capabilities for Sustainable Competitive Advantage				3	2, 3
5. HRM and Strategy Planning and Formulation				3	4
6. Role of HRM in Strategy Implementation				3	4
7. Strategic Recruitment and Strategic Selection				3	2
8. Strategic Performance and Reward management				3	2, 5
9. Talent Management and Employee Engagement Strategies				6	2, 5
10. Corporate Social Responsibility in SHRM				3	2, 3
11. High-Performance Work Systems				3	3
12. Measuring the effectiveness of Strategic Human Resource Management				3	5
Teaching Methods					
Lectures, Tutorials, Case studies, Seminars, Workshops, Group discussions, and Field visits.					

Assessment Methods		
In-course Assessments 30 %	Final Examination 70 %	Total: 100%
Recommended Reading		
1. Armstrong, M. Armstrong's Handbook of <i>Strategic Human Resource Management</i>. Kogan Page Publishers. The latest edition. 2. Greer, C.R. <i>Strategic Human Resource Management</i>. Pearson Custom Publishing. The latest edition.		