STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI
COURSE PLAN June - November 2024

Department   : **MA HRM**
Name/s of the Faculty   : **Ms.Indumathi MK**
Course Title   : **Strategic Human Resource Management**
Course Code   : **23HR/PC/SM34**
Shift   : **II**

COURSE OUTCOMES (COs)

COs	Description	CL
CO1	Explain the basic concepts, principles and practices associated with strategic formulation and implementation.	K1
CO2	Demonstrate competencies to plan and execute investment modules	K2
CO3	Develop creative solutions using a strategic management perspective.	K3
CO4	Prepare employees towards professional growth	K4
CO5	Design CSR Strategies towards organisational sustainability	K5,K6

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Jun 19 – 26, 2024 (Day Order 1 - 6)	1	Strategic Framework 1.1 Nature and Scope of Human Resource Management. 1.2 SHRM Characteristics, SHRM Framework, Strategic role of HRM, Strategic HRM vs Traditional HRM	K1- K4 K1- K6	3 4	CO1-5	Presentation, Case Analysis	CA and assignment
Jun 27 – July 4, 2024 (Day Order 1 - 6)	1	1.3 HR Policies, Sound HR policies, HR policies in recent times 1.4 HR Strategies to enhance performance	K1- K6 K1- K6	3 3	CO1-5	Presentation, Storytelling	CA and exam
July 5 – 12, 2024 (Day Order 1 - 6)	2	Organizational Renewal 2.1 Strategic Organizational renewal – challenges, Job redesign, Job redefining 2.2 Managing Organizational renewal	K2- K6 K2- K6	4 4	CO1-5	Presentation,Role play	CA and exam
July 15 – 23, 2024 (Day Order 1 - 6)	2	2.3 Managing Change and Organizational development 2.4 Creating Team based Organizations, Flexi work arrangements	K2- K6 K2- K6	3 2	CO1-5	Role play , case study	CA and assignment

Date	Hours	Topic	K Level	Sessions	CO	Pedagogy	Assessment
July 24 – 31, 2024 (Day Order 1 - 6)	3	Strategic HRM System and Investment 3.1 Investment Perspective of HR: investment consideration 3.2 Defining and Measuring the investment in HR	K1-K4 K1-K6	2 3	CO1-5	Presentation, case study	CA and exam
Aug 1 – 5, 2024 (Day Order 1 - 3)	3	3.3 E-Employee profile, Designing HR portals, Issues in employee privacy, Employee surveys online	K1-K6	4	CO1-5	Presentation, Learning by doing	CA and exam
Aug 6 – 10, 2024	**C.A. Test - I**						
Aug 12 – 14, 2024 (Day Order 4-6)	3	3.4 Development and Implementation of HRIS	K2-K6	4	CO1-5	case study, Learning by Doing	CA and assignment
Aug 16 – 23, 2024 (Day Order 1-6)	4	Career & Competency Development 4.1 Career Concepts: Roles, Career stages, Career planning and Process 4.2 Career Development Models: Career Motivation and Enrichment.	K1- K6 K2- K6	4 3	CO1-5	Presentation, Role play	CA and exam
Aug 27 – Sep 3, 2024 (Day Order 1-6)	4	4.3 Managing Career plateaus, Designing Effective Career Development Systems	K1- K6	3	CO1-5	Group discussions ,Storytelling ,Learning by Doing	CA and assignment

Sep 4 – 11, 2024 (Day Order 1-6)	4	4.4 Competencies and Career Management: Competency Mapping Models, Equity and Competency based Compensation.	K1- K6	3	CO1-5	case study	CA and assignment
Sep 12 - 20, 2024 (Day Order 1-6)	5	Corporate Social Responsibility & Sustainability 5.1 Corporate Social Responsibility: Meaning, Definition and Scope. History and Evolution of CSR, Concept of Charity, Corporate Philanthropy, Corporate Citizenship.	K1- K6	2	CO1-5	Presentation, Storytelling , case study	CA and exam
Sep 23 - 26, 2024 (Day Order 1-4)		Concept of Charity, Corporate Philanthropy, Corporate Citizenship.	K1- K6	1	CO1-5	Storytelling ,case study	CA and exam
Sep 27 – Oct 3, 2024	**C.A. Test - II**						
Oct 4 – 5, 2024 (Day 5 & 6)	5	5.2 History and Models of CSR in India, CSR through Triple bottom line, CSR initiative in India	K1- K6	3	CO1-5	Presentation, Storytelling, case study	CA and exam
Oct 7 - 15, 2024 (Day Order 1 to 6)	5	5.3 CSR Tools, CSR Programme Planning: Planning, Evaluation, Implementation and Monitoring, Documentation	K1- K6	4	CO1-5	Presentation, Group discussions	CA and assignment

Oct 16 - 22, 2024 (Day Order 1 to 6)	5	5.4 CSR and Green HRM Practices.	K2- K5	3	CO1-5	Group discussions ,Role play	CA and exam
Oct 23 - 24, 2024 (Day Order 1 to 2)	**REVISION**						

Component Number	Topic	Assessment Method	Marks
1	HR Policies	Presentation-Students form teams to give presentation on HR policies followed in company	20
2	Designing Effective Career Development Systems	Flip book- Students will prepare flip book based on career management	20
3	Corporate Social Responsibility	Photo series-CSR activities spotted within a specific month will be captured by students	10