

## STRATEGIC HUMAN RESOURCE MANAGEMENT

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### Course Outcome:

#### 1. Remembering:

- Define the concept of Strategic Human Resource Management (HRM) and differentiate between traditional HRM and strategic HRM.
- Identify the typology of HR activities and recognize the changed role of HR in organizations.

#### 2. Understanding:

- Explain the process of strategy formulation and environment forecasting in the context of Strategic HRM.
- Compare and contrast different strategies for analyzing company profiles and institutionalizing HR strategies.
- Recognize the importance of leadership and organizational culture in aligning corporate strategy with HRM practices.

#### 3. Applying:

- Develop long-term objectives for HR strategies and formulate strategies for implementation.
- Utilize tools and models to evaluate the effectiveness of HR strategies and align them with business goals.
- Implement change management strategies to overcome difficulties in implementing Human Resource Strategies (HRS).

#### 4. Analyzing:

- Assess the relationship between human resource strategy and business strategy in achieving organizational performance.
- Analyze the impact of training and development strategies on employee performance and organizational success.
- Evaluate the challenges and potential barriers in implementing HRS in the organization.

#### 5. Evaluating:

- Critically evaluate the effectiveness of HR strategies in achieving strategic objectives and enhancing organizational performance.
- Assess the role of leadership and culture in shaping the HRM practices and aligning with corporate strategy.
- Recommend improvements and adjustments to HR strategies based on the evaluation of their outcomes and impact on the organization.

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