

 <p>Since 1951</p>	<p align="center">B. J. VANIJYA MAHAVIDYALAYA (Autonomous) (Grant-in-Aid) (Affiliated to Sardar Patel University) Vallabh Vidyanagar- 388 120, Dist. Anand, Gujarat, India Accredited with CGPA of 2.78 on four point scale at B++ Grade by NAAC Syllabus with effective from December - 2025</p>
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Master of Commerce (M.Com.)
Semester - IV

Course Code PB04ECOM53	Title of the Paper Strategic Human Resource Management	Total Credit 04
Course Objectives	<ol style="list-style-type: none"> 1. To learn the basics and importance of Strategic HRM. 2. To learn key leadership theories and styles. 3. To learn new and emerging HRM techniques. 4. To learn key ethics and ethical management in HRM. 	

Unit	Course Description	Weightage
1.	Introduction: <ul style="list-style-type: none"> • Nature of Strategic HRM • Strategic HRM versus Conventional HRM • Role of HR in Strategic Management: Environmental Scanning • Strategy Formulation • Implementation and Evaluation • Barriers to Strategic HRM 	25%
2.	Leadership: <ul style="list-style-type: none"> • Leader versus Manager –Concept and Significance • Different Powers of a Leader and Guidelines for use. • Theories of Leadership: <ul style="list-style-type: none"> ➤ Trait Theory ➤ Behavioural Theory ➤ Contingency/Situational Theory ➤ Modern Theories of Leadership ➤ Charismatic Leadership Theory • Transformational Leadership Theory, Leadership styles based on Traditional Theories, Leadership Styles based on Modern Theories, Leadership Lessons from Mount Everest 	25%
3.	Recent Techniques in HRM: <ul style="list-style-type: none"> • Employees for Lease, • Moon Lighting by employees: Blue Moon to Full Moon • Dual Career Groups • Flextime and Flexiwork • Training and Development: Organisation's Educational Institutes 	25%

	<ul style="list-style-type: none"> • Management Participation in Employees' Organisations • Consumer Participation in collective bargaining • Collaborative Approach • Employee's Proxy • Human Resource Accounting • Organizational Politics • Exit Policy and Practice • Future of HRM 	
4.	Ethics in HRM: <ul style="list-style-type: none"> • Nature of Ethics • Myths about Ethics • Why is Ethics Important? • Ethical Dilemmas • HR Ethical Issues • Managing Ethics: Code of Conduct • Ethics Committees • Ethics Training Programmes • Different ways of Resolving Ethical Issues in general 	25%

Teaching- Learning Methodology	Lecture, Group Discussion, Doubt Solving, Power Point Presentation, Case Study, Real Life Company Examples, & Seminar
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal/ Written Examination	20%
2.	Internal Continuous Assessment in the form of Viva-Voce, Quizzes, Seminars, Assignments, Attendance	10%
3.	External Examination	70%

Students will have to score minimum of 40% to pass the course.

Course Outcomes: Having Completed this course, the students will be able to:	
1.	Understand the fundamentals and strategic significance of Human Resource Management (HRM) in achieving organizational goals.
2.	Identify and analyze key leadership theories and styles, and evaluate their application in HRM and organizational development.
3.	Explore and apply contemporary and emerging HRM techniques to enhance workforce performance and engagement.
4.	Demonstrate an understanding of ethics and ethical management practices in HRM, fostering a culture of integrity and compliance in the workplace.

Suggested References:	
Sr. No.	References
1.	K. Aswathappa, “Human Resource Management – Text Cases”, Tata McGraw Hill Companies, New Delhi, 7th Reprint 2008.
2.	L. M. Prasad, “Organisational Behaviour”, Sultan Chand and Sons, New Delhi, 4th Edition – Reprint 2008
3.	P. Subba Rao, “Personnel and Human Resource Management – Text and Cases”, Himalaya Publishing House, Mumbai, 4th Edition 2009.
4.	S. S. Khanka, “Human Resource Management- Text and Cases”, Sultan Chand and Sons, New Delhi, First Edition – Reprint 2008.