



Curriculum - 2017

BBA Hons (Human Resource Management) Degree Program

Faculty of Management and Finance

University of Ruhuna

HRM 41433: Strategic Human Resource Management

Level: 4000

Number of Credits : 03

Course Description

Strategic human resource management focuses on formulating and implementing human resource strategies that are congruent with the corporate strategy of an organization. This course provides knowledge essential for making strategic decisions on acquiring, developing, and retaining appropriate employees to develop internal capabilities leading to competitive advantages.

Intended Learning Outcomes

At the end of this course, the students will be able to;

- Describe strategic human resource management perspectives,
- Discuss the significance of aligning human resource strategies with the corporate strategy,
- Develop a strategic human resource plan.

Teaching/Learning Methodology

Lectures, group discussions, case studies, workshops, field visits

Method of Assessment

In-course Assessments	: 30%
End Semester Examination	: 70%

Course Contents

1. Overview of strategic human resource management
2. A Strategic perspective of human resource management
3. An Investment perspective of human resource management
4. The human resource environment
5. Human resource management and competitive advantage
6. Strategic human resource planning
7. Integration of HR strategies with corporate purpose

Recommended Readings

1. Mello, J. A. (2015). Strategic Human Resource Management.(4th Ed.). Singapore: Thomson Asia Pvt Ltd.
2. Armstrog, M. (2011). Strategic Human Resource Management: A guide to Action. (3rd Ed.) Kogan Page.