



MASTER IN BUSINESS ADMINISTRATION

C O U R S E S Y L L A B U S

STRATEGIC HUMAN RESOURCE MANAGEMENT

Course Code:	SHRM
Faculty :	Prof Gloria M. De Guzman
Sessions:	10 sessions

I. Course Objectives

This 10-session mini-elective course is designed to provide students of general management an appreciation of the human resource management function from an operational as well as a strategic perspective. It will highlight the HR function as an integral component of an organization's management system. More specifically, the course will:

- provide students with various perspectives on the HR function to help them crystallize their personal view on what the function is all about
- familiarize students with concepts, frameworks, and tools for addressing operational issues of recruitment, training and development, performance appraisal, and salary and benefits administration; as well as the more strategic issues of aligning HR policies and practices with the business strategy
- explore similarities and differences across industries and countries in the practice of HRM; and
- help students clarify and appreciate their evolving role in managing human resources

II. Course Description

This course takes on both an operational or transactional as well as a strategic perspective on the HR function. It initially provides basic grounding on the elements of the HR system and how they interrelate. This will help the line manager to understand and appreciate how the design of the HR systems such as recruitment and selection, training and development, rewards and recognition, influence the dynamics of employee behavior and performance in the workplace. The latter part of the course will deal with the more strategic issues of effective strategy implementation and change management.