

**Group: IMTH      Degree: Master      Course: Strategic Human Resource Management**

**1. Credits: 3**

**2. Grade & Semester: First year, first semester**

**3. Prerequisites: N/A**

**4. Course objectives:**

The objectives of this course include the analysis of the main differentiating features and characteristics of the strategic human resource management paradigm and the aspects of continuity and change embedded in the strategic human resource management paradigm. Moreover, the course aims to highlight the complex relationships between business strategy and human resource management and the contribution that strategic human resource management can make in promoting and achieving the organization's strategic intent. Finally, this course aims to cover the different ways in which HRM can be strategically pursued within organizations and its links with organizational performance.

**5. Course description/outline:**

This course examines the complex interactions of human resource management (HRM) and corporate strategy. On one hand, the course underscores how the management of people is strategic and crucial for success. Thus, the module highlights the complex human issues, which invariably affect the formation and execution of strategy. On the HRM side, the course examines how HR strategies are not ends in themselves and therefore need to be integrated with other management functions and with the overall sense of direction (or strategy) of the firm. The module examines these issues with an analytical view of recent developments in the field of HRM. It sets changes in human resource practices against the background of business strategy and objectives and links human resource practices to business performance and outcomes.