


# Indian Institute of Technology Kanpur

## Course Proposal

Indian Technical and Economic Cooperation (ITEC) Programme

Title of the Course/Workshop: **Strategic HRM for Organisational Excellence**

Item	Details
<i>Title of the Course</i>	Strategic HRM for Organisational Excellence
<i>Course Coordinator</i>	Prof. Amit Shukla ( <a href="mailto:skamit@iitk.ac.in">skamit@iitk.ac.in</a> ) Department of Industrial and Management Engineering Indian Institute of Technology Kanpur
<i>Duration (1-3 weeks)</i>	1 Week
<i>Eligibility Criteria (basic expected background)</i>	Bachelor's degree in any discipline; some academic or work-related exposure to HRM will be desirable
<i>Target group</i>	Mid to senior level corporate executives, entrepreneurs, research scholars
<i>Tentative dates for the proposed event</i>	Jan. 01- Jan. 07, 2024
<i>No. of days of training</i>	5 days (approx. 30 hours)
<i>Objectives</i>	The course sensitises participants about potential of HRM as a game changer in today's uncertain work environment. It helps them distinguish the strategic approach to human resources from the traditional ritualistic one. HRM can go beyond the traditional passive/ reactive role and lead the organisation's journey toward sustainable growth. It happens when HRM is consciously linked to organisation's long term strategic vision and assumes a leadership position. Apart from theoretical framework, the course offers practical insights into how strategic HRM policies can be executed at the grass root level through hands-on exercises involving case studies, reading material, web-resources, and presentations.
<i>Tentative list of topics to be covered</i>	<ul style="list-style-type: none"><li>• Course overview</li><li>• Corporate business strategies and its major drivers</li><li>• SHRM mandate: Alignment with corporate strategy (Ulrich's model)</li><li>• Strategic staffing: <i>Case study</i></li><li>• Strategic performance management: <i>Case study</i></li><li>• Strategic talent management: <i>Case study</i></li><li>• SHRM through people's analytics: <i>Case study</i></li><li>• Integration: <i>Case study</i></li><li>• Final presentation and conclusion</li></ul>
<i>Good governance Scheme of GOI being covered</i>	<ul style="list-style-type: none"><li>• Skill India Mission</li><li>• Start Up India Scheme</li><li>• Mission Karmyogi</li><li>• Pradhan Mantri Kaushal Vikas Yojana</li><li>• Samarth Scheme</li><li>• Shramev Jayate Yojana</li></ul>

  
**Prof. Dharendra S. Katti**  
Dean  
Office of International Relations  
Indian Institute of Technology, Kanpur-208016