



ADVANCES IN STRATEGIC HUMAN RESOURCE MANAGEMENT (HRM)

PROF. ASHISH PANDEY

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PRE-REQUISITES : The basic HRM course (online or in person) is the pre requisite for the fresh students with no prior work experience.

No prerequisite course for the working professionals.

INDUSTRY SUPPORT : Relevant for human resource management departments

COURSE OUTLINE :

Like products and services, competitive advantages of business organisations also go through a life cycle. Business organisations have to keep investing in products and services to extend the life of competitive advantage or keep discovering or launching new products and services to gain the competitive advantage in the marketplace. This course is about how human resource management functions can make a positive contribution towards competitive advantage of the business organizations in the current environment.

ABOUT INSTRUCTOR :

Prof. Ashish Pandey is Professor with Shailesh J. Mehta School of Management, Indian Institute of Technology Bombay, Mumbai where he teaches courses related to Organization Development, Human Resource Management, Self-Management and Leadership. Ashish regularly engages in consulting and training work for organization and leadership development with the organizations across industries and with many institutions of higher education. Ashish has published more than forty research articles in the field of Yoga and positive psychology, spirituality at workplace, mindfulness, business and society interface, and the best practices in management in globally reputed journals including Journal of Management, Journal of Business Ethics, Personnel Review etc. He has co-edited the volume on Indigenous Indian Management published by Palgrave MacMillan. He sits in the editorial and review boards of international journals like Frontiers in Psychology and Humanistic Management Journal. His research is recognized with awards and fellowships at forums held at Indian Academy of Management, Academy of Management, USA, Fowler Centre of Case Western University, Indian Institute of Sciences etc.

COURSE PLAN :

Week 1:

- i. Strategic Human Resource Management (SHRM) and People Competency Maturity Model
- ii. Organizational Healing
- iii. Strategic Perspective of Talent Management

Week 2:

- i. Positive Organizational Scholarship and HRM
- ii. Diversity and Inclusion at Workplace: An Strategic Perspective
- iii. Multiple Generations at Workplace

Week 3:

- i. HRM in Start Ups and Family owned firms
- ii. HRM in Gig Economy Firms

Week 4:

- i. HRM from the Perspective of Sustainability and Humanistic Management
- ii. HR Analytics: Descriptive and Predictive Analysis and their Practical Applications for SHRM