

Human Resource Management Strategy Execution (Syllabus)		
Week/Module	Topics	Release Date
Week 0	Demo Video	31 st July 2023
	Welcome to the course	
	Course Schedule	
	Grading Policy	
	Exam Details	
Week 1: What is Strategic Human Resource Management?	Topic 0: Week Introduction	31 st July 2023 Assessment due date: Aug 31st 2023
	Topic 1: Evolution of Human Resource Management	
	Topic 2: What is Strategic Human Resource Management?	
	Topic 3: The roles that HR needs to play in an organisation	
	Topic 4: Understanding Organisational Strategy	
	Topic 5: Alignment between HRM and Strategy	
	Topic 6: Introduction to High Performance Work Practices (HPWS)	
	Topic 7: Linking HPWS to Organisational Outcomes	
	Topic 8: Week Summary	
Weekly Assessment		
Week 2: Recruitment and Selection	Topic 0: Week Introduction	11th August 2023 Assessment due date: Sept 11th 2023
	Topic 1: Introduction to Strategic Staffing and Recruitment	
	Topic 2: Introduction to Fit Theory	
	Topic 3: Fit theory in practice	
	Topic 4: Introduction to Selection Methods	
	Topic 5: Validity and Reliability of Selection Methods	
	Topic 6: Socialisation of New Joinees	
	Topic 7: Socialisation of Best Practices	
	Topic 8: Advances in Recruitment, Selection and Onboarding	
	Topic 9: Case Study	
	Topic 10: Week Summary	
Weekly Assessment		

Week 3: Performance Management Systems	Topic 0: Week Introduction	18 th August 2023 Assessment due date: Sept 18 th 2023
	Topic 1: Introduction to Performance Management Systems	
	Topic 2: Developing an Effective PMS	
	Topic 3: Performance Appraisal	
	Topic 4: What to measure and why to measure?	
	Topic 5: Lifecycle of PMS	
	Topic 6: Pitfalls during PMS	
	Topic 7: Creating Effective PMS	
	Topic 8: Case Study	
	Topic 9: Week Summary	
Weekly Assessment		
Week 4: Rewarding Employees	Topic 0: Week Introduction	25 th August 2023 Assessment due date: Sept 25 th 2023
	Topic 1: Introduction to Total Rewards	
	Topic 2: Introduction to Self Determination Theory	
	Topic 3: Extrinsic Motivation	
	Topic 4: Pay for Performance	
	Topic 5: Intrinsic Motivation	
	Topic 6: Intrinsic Rewards	
	Topic 7: Motivation to Total Rewards	
	Topic 8: Trends in total rewards	
	Topic 9: Employee Engagement	
	Topic 10: Case Study	
	Topic 11: Week Summary	
Weekly Assessment		
Week 5: Training and Development	Topic 0: Week Introduction	1 st September 2023 Assessment due date: Oct 1 st 2023
	Topic 1: Introduction to Training and Development	
	Topic 2: Training & Development Lifecycle	
	Topic 3: Training needs Identification	
	Topic 4: Training Design	
	Topic 5: Training Delivery	
	Topic 6: Training Evaluation	
	Topic 7: Introduction to Learning Organisation	
	Topic 8: Creating a culture of learning	
	Topic 9: Creating a strong L & D Function	
	Topic 10: Case Study	
	Topic 11: Week Summary	
Weekly Assessment		
Week 6: International Human Resource Management	Topic 0: Week Introduction	8 th September 2023
	Topic 1: Introduction to International HRM	
	Topic 2: Organisational Culture	
	Topic 3: National Culture	
	Topic 4: Creative Effective International HRM Policies	

	Topic 5: Virtual Teams	Assessment due date: Oct 8th 2023
	Topic 6: Managing Virtual Teams	
	Topic 7: Case Study	
	Topic 8: Week Summary	
	Weekly Assessment	

Final Exam Details:

If you wish to obtain a certificate, you must register and take the proctored exam in person at one of the designated exam centres. The registration URL will be announced when the registration form is open. To obtain the certification, you need to fill out the online registration form and pay the exam fee. More details will be provided when the exam registration form is published, including any potential changes. For further information on the exam locations and the conditions associated with filling out the form, please refer to the form.

Grading Policy:

Assessment Type	Weightage
Weekly Assessments	25%
Final Exam	75%

Certificate Eligibility:

- 40% marks and above in Weekly Assessments
- 40% marks and above in the final proctored exam

Score	Type of Certificate
>=90	Gold
75 - 89	Silver
70 - 74	Bronze
40 - 70	Successfully Completed
<40	No Certificate



Disclaimer: In order to be eligible for the certificate, you must register for enrolment and exams using the same email ID. If different email IDs are used, you will not be considered eligible for the certificate.