

Human Resource Management Strategy Execution (Syllabus)	
Week/Module	Topics
Week 0	Demo Video
	Welcome to the course
	Course Schedule
	Grading Policy
	Exam Details
Week 1: What is Strategic Human Resource Management?	Topic 0: Week Introduction
	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
	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
	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
	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
	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
	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
	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.