

ALLAMA IQBAL OPEN UNIVERSITY, ISLAMABAD
(Department of Business Administration)

Course: Strategic Human Resource Development (8709) Semester: Autumn, 2013
Level: MS (1.5 Years)

CHECKLIST

This packet comprises the following material:

1. Text Book
2. Assignment No. 1 and 2
3. Course Outlines
4. Assignment Forms (2 sets)
5. Schedule for submitting the assignments

In this packet, if you find anything missing out of the above-mentioned material, please contact at the address given below:

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ALLAMA IQBAL OPEN UNIVERSITY, ISLAMABAD
(Department of Business Administration)

WARNING

- 1. PLAGIARISM OR HIRING OF GHOST WRITER(S) FOR SOLVING THE ASSIGNMENT(S) WILL DEBAR THE STUDENT FROM AWARD OF DEGREE/CERTIFICATE, IF FOUND AT ANY STAGE.**
- 2. SUBMITTING ASSIGNMENTS BORROWED OR STOLEN FROM OTHER(S) AS ONE'S OWN WILL BE PENALIZED AS DEFINED IN "AIOU PLAGIARISM POLICY".**

Course: Strategic Human Resource Development (8709) Semester: Autumn, 2013
Level: MS (1.5 Years) Total Marks: 100
Pass Marks: 50

ASSIGNMENT No. 1
(Units: 1-5)

Note: Attempt all questions.

- Q. 1 a) How externally driven approaches to strategy formulation are different from internally driven approaches? **(10)**
b) Discuss the relationship between vision, mission core values and strategy? You may support your answer with any example of local company having explicit vision, mission, core values and strategy? **(10)**
- Q. 2 Do you find any difference between human resource development and training and development? Why some entrepreneurs and managers in Pakistan use these two terms interchangeably? **(20)**
- Q. 3 Explain the key features of integrated strategic human resource development model. Identify some of the organizations in Pakistan, having comprehensive strategic human resource development model? **(20)**
- Q. 4 What are the necessary conditions to create favorable organizational learning climate? Discuss with respect to local scenario. **(20)**
- Q. 5 Differentiate the followings with detail:
- Personnel Management VS Human Resource Management **(10)**
 - Strategic approach to training and development VS strategic approach to HRD **(10)**

ASSIGNMENT No. 2

Total Marks: 100

(Units: 6–9)

Pass Marks: 50

Note: Attempt all questions.

- Q. 1 Discuss the conventional as well as emerging role of senior management and line managers in strategic human resource development. You may add some contextual examples in this regard. **(20)**
- Q. 2 What kind of career development approaches are being exercised in most of the organizations working under the umbrella of private sector? Highlight the significance of career planning and lifespan planning in detail? **(20)**
- Q. 3 What kind of marketing strategy is most effective for Human Resource Development in Pakistan? Elucidate the challenges while adopting marketing perspective for human resource development in the contemporary environment. **(20)**
- Q. 4 To cater employees' learning need, an organization can initiate training process, educational sessions and development systems. How would you differentiate among these? Which could you recommend to your organization and why? **(20)**
- Q. 5 How competitive benchmarking is different from best practices of benchmarking. You may differentiate by highlighting the key steps entailed in executing benchmarking exercise. **(20)**

GUIDELINES FOR ASSIGNMENTS:

You should look upon the assignments as a test of knowledge, management skills, and communication skills. When you write an assignment answer, you are indicating your knowledge to the teacher:

- Your level of understanding of the subject;
- How clearly you think?
- How well you can reflect on your knowledge and experience?
- How well you can use your knowledge in solving problems, explaining situations, and describing organizations and management?
- How professional you are, and how much care and attention you give to what you do?

To answer a question effectively, address the question directly, bring important related issues into the discussion, refer to sources, and indicate how principles from the course materials apply. You must also be able to identify important problems and implications arising from the answer.

For citing references, writing bibliographies, and formatting the assignment, APA format should be followed.

STRATEGIC HUMAN RESOURCE DEVELOPMENT (8709)

DETAILED COURSE OUTLINE

Unit-1 Strategic Human Resource Development

- 1.1 Introduction to Strategic Management
- 1.2 Strategic Analysis Models
- 1.3 Emerging Concept of Human Resource Development
- 1.4 SHRD Application in Pakistan

Unit-2 HRM and HRD

- 2.1 Strategic HRD versus HRD Strategies
- 2.2 HRM versus Personnel Management and its Implications for HRD
- 2.3 Distinction between HRM and HRD in Pakistani Organizations

Unit-3 Human Resource Development Roles and Relationships

- 3.1 Appraisal and Performance Management Advocacy
- 3.2 Role of Management and Staff in Human Resource Development
- 3.3 Application in Pakistani Industry

Unit-4 Marketing Human Resource Development Function

- 4.1 Marketing Plan Versus Marketing Strategy
- 4.2 Marketing Perspective in HRD
- 4.3 Application in Pakistani Industry

Unit-5 Strategic Human Resource Development and Peripheral Activities

- 5.1 Career Development in Downsized Organizations
- 5.2 Provision of Learning Support or Non-Employees
- 5.3 Implementation of SHRD and Peripheral Activities in Pakistan

Unit-6 Quality Management of Human Resource Development

- 6.1 Benchmarking and Human Resource Development
- 6.2 Global Benchmarking and Human Resource Development
- 6.3 Total Quality Management and Human Resource Development
- 6.4 Quality Assurance in Pakistan

Unit-7 Types of Organizations and Human Resource Development

- 7.1 Small and Medium-Sized Enterprises-Human Resource Development
- 7.2 Learning Organizations
- 7.3 Pakistani Perspective

Unit-8 Maximizing Profits by Change and Marketing Strategies

- 8.1 Managing Transformational Change from a Human Resource Development Perspective
- 8.2 Role of HRD in Creating synergy among Business Units and Sub-Units
- 8.3 Maximizing Profits in Pakistan

Unit-9 Global Perspective

- 9.1 Operating in Global Environment
- 9.2 Working in Virtual Organizations
- 9.3 Organizational Values
- 9.4 Pakistani Organizations in Light of Global Perspective

Recommended Books:

Walton J. *Strategic Human Resource Development*. New Jersey, U.S.A.: Prentice Hall.