

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

Course: Strategic Human Resource Development (8709) Semester: Autumn, 2012
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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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, 2012
Level: MS (1.5 Years) Total Marks: 100
Pass Marks: 50

ASSIGNMENT No. 1
(Units: 1-5)

Note: Attempt all questions.

- Q. 1 Appraisal and performance management process is now moving towards maturity phase in Pakistani industry, discuss. **(20)**
- Q. 2 Study the banking sector of Pakistan and highlight if any, the distinctions between HRM and HRD practices observed in that sector. **(20)**
- Q. 3 a) What is strategic management? Explain strategic analysis model in detail. **(10)**
b) What is SHRD and highlight its scope in Pakistani industry. **(10)**
- Q. 4 How strong is the marketing perspective in HRD when studying the Pakistani industry? Discuss with examples. **(20)**
- Q. 5 Career development is a key ingredient in SHRD. How can one manage career development in downsized organizations? **(20)**

ASSIGNMENT No. 2
(Units: 6-9)

Total Marks: 100
Pass Marks: 50

Note: Attempt all questions.

- Q. 1 Analyze the global perspective of HRD in Pakistani industry. **(20)**
- Q. 2 Explain how global benchmarking is effecting HRD process in Pakistan with examples? **(20)**

- Q.3 Learning organizations understand the importance of HRD in their progress, analyze. (20)
- Q.4 Coca Cola focuses on homogenized marketing strategies internationally by synergizing through HRD, discuss. (20)
- Q.5 Discuss the SME's HRD perspective in Pakistani industry. (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 & 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
DETAILED COURSE OUTLINE
Course Code (8709)**

Unit No. 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 No. 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 No. 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 No. 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 No. 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 No. 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 No. 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 No. 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 No. 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.