



ITM UNIVERSITY GWALIOR, MP, INDIA
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Program: M.B.A. II Semester, 2023-25

Strategic Human Resource Management

MBA- 202

Project Based Learning

Dr. Shachi Gupta

Assistant Professor, School of Management



Course outcome

- CO1:** Learn fundamental concepts and principles of strategic human resource management, including various models and its role in organizational success
- CO2:** Understand how HR strategies can contribute to competitive advantage and organizational effectiveness
- CO3:** Apply HR tools and techniques to address specific challenges organizations face, such as talent acquisition, retention, and development.
- CO4:** Analyze the internal and external factors influencing HR strategy through case studies and projects
- CO5:** Evaluate the effectiveness of different HR strategies in contributing to organizational performance
- CO6:** Design a comprehensive strategic HRM plan for a fictitious or real organization, considering its industry, competitive position, and future challenges



Project Summary

Sr. no.	To be taught in Syllabus to execute the project	Projects	Marks	CO's Achieved	BL's Achieved
1.	Prepare Job description and Job specification and its importance	P1: Create a Role Profile for the position of HR executive, HR Manager and HR Head in a manufacturing & service industry	5	3,4	3,4
2.	Linking HR strategy with business strategy.	P2: Design a manpower plan for the garment manufacturing company	7.5	5,6	5,6
3.	Recruitment Metrics	P3: Conducting recruitment analytics to gain insights into various aspects of the recruitment process	7.5	4,5	4,5



Project: 1

Max. Marks: 05

- **Create a Role Profile for the HR executive, HR Manager, and HR Head position in the manufacturing & service industry.**
 - **Study 2 international organizations (Any MNC) 1 service industry and 1 manufacturing industry**
 - **Understand the duties and responsibilities of the HR working in the organization**
 - **Enquire about the requirements of an ideal candidate, including technical and behavioral skills.**
 - **Prepare a complete role profile document, including the job description and job specification.**



Assessment Criteria

- **Presentation**
 - Discuss what you have achieved.
 - Explain the process of getting the project completed.
 - The challenges that you faced during the creation of the JD.
 - A brief on the profiles of the HR Department.
- **Assessment:**
 - This is a group exercise. Each group will have a maximum 06 students
 - **Evaluation will be made based on:**
 - Rigor and depth of data analysis, including interpretation of critical insights.
 - Participation of each student in the presentation and satisfactory reply to cross-questions.



Project: 2

Max. Marks: 7.5

- **Design a manpower plan for the various departments for vacancies in a garment manufacturing company.**
 - There is a fashion brand manufacturing in Gwalior with the following departments Fashion Design Department, Product Development, Production and Manufacturing, Merchandising and Buying Department, Styling Department, Photography, graphic design, art direction, PR, Marketing, digital, social media, E-commerce Department, Sustainability Department, Supply Chain Department, Legal and Finance Department, Human Resources
 - The current workforce is 250 employees, and future requirements are 200 considering expansion plans and anticipated turnover rates of 12% (additional 3% involuntary)
 - Prepare a manpower plan to attract a diverse talent pool, ensure fairness, inclusivity and equal opportunities for all candidates considering various recruitment and selection methods.



Assessment Criteria

- **Presentation**
 - Analyze the objectives or work of the organization/team/department
 - Consider recruitment budget
 - Assess the current manpower inventory
 - Forecasting the manpower requirement
 - Forecasting the manpower availability
 - Prepare the plan (annexure 2).
- **Assessment:**
 - This is a group exercise. Each group will have a maximum 06 students
 - **Evaluation will be made based on:**
 - Rigor and depth of data analysis, including interpretation of key insights.
 - Participation of each student in the presentation and satisfactory reply to cross-questions.



Project: 3

Max. Marks: 7.5

- **Conducting recruitment analytics for a service business to gain insights into various aspects of the recruitment process.**
 - Integrate data from all sources and create a unified dataset for analysis.
 - Identify key metrics: Time-to-fill, Sources-of-hire, Quality-of-hire, diversity (demography)
 - Create a Cost Calculator for analyzing Recruitment Cost
 - Create a dashboard and reports to present recruitment data.



Assessment Criteria

- **Presentation**
 - Discuss what you have achieved.
 - Explain the process of getting the project completed.
 - The challenges that you faced during analysis and presentation of data.
- **Assessment:**
 - This is a group exercise. Each group will have a maximum 06 students
 - **Evaluation will be made based on:**
 - Rigor and depth of data analysis, including interpretation of key insights.
 - Participation of each student in the presentation and satisfactory reply to cross-questions.



Annexure- 1

Role Profile Template



Microsoft Word
7 - 2003 Documer



Annexure- 2

Sample Recommended structure of Manpower Plan



Microsoft Excel
Worksheet



Annexure- 3

Sample HR Dataset



Microsoft Excel
Worksheet



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