

Book Review

Strategic Human Resource Management

Dr. V.S.P Rao, Himalaya Publishing House

Reviewed by

Saroj Kumar Kashyap

Chief Executive Officer,

Banki Central Co-operative Bank Ltd., Banki

The Study of STRATEGIC HUMAN RESOUACE MANAGEMENT is concerned with what is relevant and critical to the corporate enterprise as a whole. The subject relates to the Problems and Processes of some people for the short and long-term Viability of the total enterprise its relationship to the environment and its effectiveness in fulfilling its Purpose. Strategic Human Resource Management in a formal Sense have now Come to be recognized as inseparable Parts of Top management functions in the large Private and Public Sector Organization in India.

The book is designed so as to provide an analytical framework for Understanding Humanresource Problem in the Complex dynamic environment of today. It presents comprehensive treatment of the Processes bearing on the Definition of business Mission and objective, formulation of humanresourcestrategy. The analysis throughout the book has been presented in term of the multiple decisions Variables Concerning Human Resource StrategicManagement. The Indian Content has been kept in view throughout the book and the basic ideas are supported by empirical findings and research studies relevant to the Indian scene. Addressed primarily to the Post graduate students of different University and Institutes of management, the text has been put across in such a manner that Indian executives will also find it stimulating. As instructed by the author strategic human resource management is the connection between a company's human resources and its strategies, objectives, and goals. The aim of strategic human resource management is to advance flexibility innovation and competitive advantage, develop a fit for purpose organizational culture and improve business performance. In order for strategic human resource management to be effective, human resources (HR) must play a vital role as a strategic partner when company policies are created and implemented. Strategic HR can be demonstrated throughout different activities, such as hiring, training and rewarding employees. Strategic HR involves looking at ways that human resources can make a direct impact on a company's growth. HR personnel need to adopt a strategic approach to developing and retaining employees to meet the needs of the company's long-term plans. The benefits of strategic human resource management are increased job satisfaction, better work culture, and improved rates of customer satisfaction, efficient resource management, and proactive approach to managing employees and boost productivity. Strategic human resource management is key for the retention and development of quality staff. It's likely that employees will feel valued and want to stay with a company that places a premium on employee retention and engagement. Before implementing strategic human resource management, you will need to create a strategic HR planning process using the many types of steps. The context of each chapter included explanations with examples. At the end of every chapter case based relevant questions. The exercises and review problems will help students. The reviewed book shows a balanced blend of contents and practical applications as well as contains the emerging themes of today's business world. Strategic human resource management is important for every company. Company doesn't need to employ a specific number of employees before start to consider implementing strategic human resource management principles.