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Statement of participation

Guest user

has completed the free course including any mandatory tests for:

What is strategic human resource management?

This 4-hour free course explored the interplay between decision making in HR and the multiple environments within which such decisions are made.

Issue date: 14 March 2022

www.open.edu/openlearn

This statement does not imply the award of credit points nor the conferment of a University Qualification.
This statement confirms that this free course and all mandatory tests were passed by the learner.

Please go to the course on OpenLearn for full details:
https://www.open.edu/openlearn/money-business/what-strategic-human-resource-management/content-section-0

COURSE CODE: **B864_1**

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What is strategic human resource management?

https://www.open.edu/openlearn/money-business/what-strategic-human-resource-management/content-section-0

Course summary

This free course, What is strategic human resource management?, is about the interplay between decision making in HR and the multiple environments within which such decisions are made. The underlying premise is that, normally, better choices are made when they are informed by an understanding of the multiple contexts which are relevant to those choices.

Learning outcomes

By completing this course, the learner should be able to:

- explain the scope of HRM
- understand the meaning and nature of strategic HRM
- appreciate how HR strategies are related to business strategies
- describe how HR strategies can be informed by a knowledge of labour markets and product markets locally, nationally and internationally
- describe the dynamic nature of global competition and of social and technological trends and their significance for HRM practice.

Completed study

The learner has completed the following:

Section 1

Inner and outer contexts

Section 2

Different types and levels of context

Section 3

Key trends and key theories

Section 4

Volatility, uncertainty, complexity and ambiguity

Section 5

Meta theories

Section 6

Interacting contexts