



**STRATEGIC HR MANAGEMENT**  
**NAVIGATING ORGANIZATIONAL**  
**EXCELLENCE**



**Farah Tahzib Tabish Khan**

# Strategic HR Management: Navigating Organizational Excellence



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# Strategic HR Management: Navigating Organizational Excellence

*Authored By:*

**Farah Tahzib Tabish Khan**  
Former Assistant Professor  
DRT's A E Kalsekar Degree College  
University of Mumbai

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## Preface

Welcome to the program, "**Strategic HR Management: Navigating Organizational Excellence.**" We examine the critical role that human resources play in attaining organizational greatness in this book.

Consider a business as a well-tuned machine, where every component works together to ensure seamless functioning. The key to productivity, creativity, and innovation is human resources. Managing people involves more than simply making hiring and firing decisions; it also involves creating an environment where employees flourish and work together to advance the firm.

This book explores HR management from a strategic perspective. It involves coordinating HR procedures with organizational objectives and using them as tactical instruments to advance the business toward success. All aspects of HR, including hiring, talent development, performance management, and employee engagement, are analyzed via the lenses of innovation and strategic thinking.

This book provides useful advice to help anyone negotiate the difficulties of human resource management, regardless of whether they are an HR expert, a corporate leader, or an aspiring manager. It serves as a road plan for maximizing employee potential and fostering corporate performance.

Accompany us on this revolutionary expedition to unleash the potential of Strategic HR Management. Let's walk this route to organizational success together.

## **Acknowledgement**

Writing a book is like crossing unknown waters, and without the encouragement and support of many people, I could not have taken this journey.

First and foremost, I would want to thank my parents for their steadfast prayers, to my loving husband for his constant support, and to my cherished children for their patience and encouragement throughout the creation of this book.

I am incredibly grateful to Dr. Farzana Y Chawre, whose unwavering support, encouragement, and belief in my writing have been a guiding light throughout this journey.

I extend my sincere gratitude to Drt's A E Kalsekar Degree College for providing the foundation of knowledge and inspiration that shaped this book. The invaluable experiences gained during my time there have profoundly influenced my writing journey.”

I am grateful to all of the HR leaders and professionals who so kindly shared their experiences, struggles, and victories with me. Your practical experiences have given the theoretical ideas covered in this book a new perspective.

In addition, I would like to thank the editorial team and reviewers for their hard work behind the scenes in order to polish and improve the book. Your meticulous attention to detail and helpful criticism have greatly influenced the finished product.

To all of the readers who are joining me on this adventure, I want to thank you for your curiosity and attention. In your endeavor to master organizational excellence and successfully negotiate the nuances of strategic HR management, I hope this book proves to be an invaluable asset.

**Farah Tahzib Tabish Khan**

## About the Author



**Mrs. Farah Tahzib Tabish Khan** is a distinguished scholar, seasoned educator, and prolific writer with over two decades rich experience at DRT's A E Kalsekar Degree College, University of Mumbai. Her academic career has been characterized by an unwavering quest for knowledge, an enthusiasm for critical thinking, and a dedication to promoting intellectual development both within and beyond the classroom. She completed her Masters in Commerce from University of Mumbai in 2001, and later on Masters of Philosophy from Annamalai University in 2008.

Throughout her career, Mrs. Farah Tahzib has published many research papers in academic journals of repute. She has also participated in many seminars and conferences. As a dedicated educator, Mrs. Farah Tahzib has played a pivotal role in shaping the minds of future generations of learners. Her dynamic teaching style, combined with a genuine passion for imparting knowledge, has inspired countless students to pursue their academic interests with enthusiasm and rigor. Moreover, she has served as mentors to numerous aspiring scholars, providing guidance and support as they navigate the complexities of academia. Her areas of Interest include Human Resource Management, Content Marketing, Business Development and Organizational Behavior.



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## ABOUT THE AUTHOR



**Farah Tahzib Tabish Khan**

Former Assistant Professor

DRT's A E Kalsekar Degree College

University of Mumbai

## ABOUT THE BOOK

In the ever-changing field of human resources, "**Strategic HR Management: Navigating Organizational Excellence**" serves as your guide. It provides useful advice and insights to help achieve organizational greatness for HR experts, corporate executives, and aspiring managers alike.

This book delves deeply into the strategic aspects of HR management, stressing the significance of matching organizational objectives with HR practices. Each chapter examines how HR operations may be used as strategic tools to promote success, from hiring and talent development to performance management and employee engagement.

Readers will get practical tips and examples from the real world to understand how to foster an environment where people can grow and work together to achieve organizational success. This book gives you the information and resources you need to navigate the difficulties of strategic HR management and realize the full potential of your company, whether you're an experienced HR professional searching for fresh insights or a business leader tries to maximize your personnel.



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