



FORMAT FOR COURSE CURRICULUM

L	T	P/ S	SW/ FW	TOTAL CREDIT UNITS
2	1	-	-	3

Course Title: HUMAN RESOURCE MANAGEMENT

Course Code: HR 612

Credit Units: 03

Course Objectives:

The objective of this course is to encourage students to think critically and evaluate the nature Human Resource Management in order to develop a deeper understanding of implementing the policies to improve the organizational performance. It will provide an opportunity for students to engage in Human Resource related skill development .

Pre-requisites: The students should have the knowledge of basic concepts and processes of management.

Student Learning Outcomes:

By the end of this course students should be able:

- Provide an overview of the concepts, functions and processes of human resource management
- Create an awareness of the new HR role ,responsibilities , policies and procedures of HRM and knowledge and understanding of the current practical , intellectual and policy challenges facing practitioners in the field of HRM

- Define employee performance management ,development and its role in Organisational effectiveness
- Describe the relationship between HRM and Business Strategy and its impact on company performance
- Manage change and introducing new forms of work Organisation
- Recognize the emerging strategic HRM trends , challenges in new millennium

Course Contents/Syllabus:

	Weightage (%)
Module I : Introduction to Human Resource Management	
Descriptors/Topics	
<ul style="list-style-type: none"> • Meaning and definition of HR ,HRM, Objectives, scope , function of HRM • Role and Responsibilities of the Human Resource Manager , • HR Policies and Procedures, • HRM as a competitive advantage in the changing environment • Meaning , Concept ,Scope of Strategic Human resource management(SHRM) • HRD Strategies in Organizations, Business strategy, HRD and performance 	20

Module II Human Resource Requirements	
Descriptors/Topics <ul style="list-style-type: none"> • Concept and objectives of Human Resource Planning, Need and importance of HR Planning • Job Analysis – Definition, Process benefits, Job Design – Definitions, approaches, job description ,Job Specifications • Recruitment, Selection Process, Methods – Interview, Tests, Induction and Placement, Promotion and Transfer 	10
Module III Learning and Development of Human Resources	
Descriptors/Topics <ul style="list-style-type: none"> • Learning and Development, Steps of Training Process, Training Need Assessment Program, Training in a changing technological environment • Career Planning and Development, : Career Planning process ,Career Development Strategies of companies • Succession Planning, Talent Management Employee Engagement , Knowledge Management 	15
Module IV Appraising and Managing performance	

<p>Descriptors/Topics</p> <ul style="list-style-type: none"> • Personnel Management and Potential Management • Meaning and Objectives of performance appraisal, Different methods of appraisals, Pay linked with performance, Current trends in benchmarking of Performance Appraisals • Managerial Competencies : 	<p>15</p>
<p>Module V Compensation Management and Incentives</p>	
<p>Descriptors/Topics</p> <ul style="list-style-type: none"> • Objectives and Principles of compensation ,Components of compensation, • Designing and administration of wage and salary structure, • International Compensation • Incentives, Financial and Non Financial Incentives,Group and Individual Incentives 	<p>10</p>
<p>Module VI Employee Relations</p>	
<p>Descriptors/Topics</p> <ul style="list-style-type: none"> • Concept and Objective of industrial relations ,Role of management in industrial relations • Trade Unions – Their meaning , Need and Function • Workers Participation in Management 	<p>15</p>

<ul style="list-style-type: none"> • Laws related to Industrial Relations • Labour Welfare and Social Security, Employee Health and Safety • Emerging trends in IR 	
Module VII Emerging Trends in HR in the New Millennium	
Descriptors/Topics <ul style="list-style-type: none"> • CSR , Green HR • Human Resource Information System (HRIS), • HR Audit ,IHRM and emerging issues • Work-life integration 	15

Pedagogy for Course Delivery:

Teaching methods will be a mix of an analytical approach with case methodology, lectures with discussions, oral presentations with written reports and individual research with group learning. Role play sessions , specific projects on designing policies . From design to role plan on HR interventions. This will help in thinking critically, adapt to changing circumstances, Work effectively in teams, help shape human resources management in the 21st century.

Lab/ Practicals details, if applicable:

List of Experiments:

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Assessment/ Examination Scheme:

Theory L/T (%)	Lab/Practical/Studio (%)	End Term Examination
100%		100%

Theory Assessment (L&T):

Continuous Assessment/Internal Assessment					End Term Examination
Components (Drop down)	PROJECT/ & PRESENTATION	QUIZ/ ASSIGNMENT	CLASS TEST	ATTENDENCE	EE
Weightage (%)	10	5	10	5	70

Lab/ Practical/ Studio Assessment:

	Continuous Assessment/Internal Assessment				End Term Examination		
Components (Drop down)							
Weightage (%)							

Text

- Dessler G (2005). Human Resource Management Pearson Education, India

References

- Snell S and Bohlander G (2007). Human Resource Management, Cengage Learning (Thomson Learning).
- Aswathappa. K, (2005), Human Resource Management- Text & Cases, Tata McGraw Hill, New Delhi
- Mathis R L and Jackson J H (2006). Human Resource Management, Cengage Learning (Thomson Learning).
- Rao VSP(2007) Human Resource Management. Text & Cases Excel Books

Websites

www.citehr.com

www.shrm.com

www.Mbaskool.com

www.hrdnetwork.org