



Course Title: Fundamentals of Human Resource Management

Course Code: HR201

Credit Units: 03

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

Course Objectives: The objective of this course is to provide students with the basic principles, issues, trends, and practices of Human Resource Management and to develop an understanding about how an organization manages its people effectively.

Pre-requisites: The students should have the knowledge of basic concepts and processes of management. They should also know the various functions which are performed in an organisation.

Student Learning Outcomes:

By the end of this course the Students will able to

- Demonstrate the basic concepts of HRM .
- Learn the various objective ,scope and function of HRM
- Learn application of HRM in the organization
- Evaluate the current issues and trends in HRM

Course Contents/Syllabus:

	Weightage (%)
Module I Introduction to HRM	20%
Introduction, Concept and Functions, Evolution (PM vs. HRM), Scope and Significance of Human Resource Management, Role and Responsibilities of the Human Resource Manager and essentials of Sound HR Policies.	
Module II Acquisition of Human Resources	20%
Objectives, Policies and Process of Human Resource Planning, Job Analysis, Recruitment (process, methods: internal, external), Selection (process, tests, interviews), Induction, Placement.	
Module III Development of Human Resources	20%
Training and Development (process, methods: On-the job, Off-the job), Evaluation of training and Performance Appraisal (concept, significance, process, methods- traditional and modern	
Module IV Maintenance of Human Resources	20%

Job Evaluation: concept, process, Compensation: concept, components, Designing and Administering the Wage and Salary Structure, Grievance Procedure and Handling, Discipline, Attrition and Retention	
Module V Current Issues in HRM	20%
Increased concern for HRM (Sound IR, work life balance, International Human Resource Management-, Strategic Human Resource Management, Talent management, Employee engagement, Competency mapping, HR accounting-, HRIS, HR audit, , CSR	

Pedagogy for Course Delivery:

Lecture method and case studies will be used as a pedagogy of the course. To make the class interactive and to help them relate with the topics class discussions and role plays should also be done . Live project and practical assignments will also be given for a better understanding of the subject.

Assessment/ Examination Scheme:

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

Theory Assessment (L&T):

Continuous Assessment/Internal Assessment					End Term Examination
Components (Drop down)	Class Test (Mid Term)	Project (with presentation)	Assignment	Attendance	
Weightage (%)	10%	10%	5%	5%	70%

Text

- VSP Rao, Human Resource Management, Excel Publications
- Shikha Kapoor , Human Resource Management (Text and Cases)Taxmann Publication Pvt Ltd
- K Aswathappa; Human Resource and Personnel Management; McGraw- Hill Companies

References:

- Garry Dessler, Human Resource Management, Pearson Publications
- Edward, B Flippo, Personnel Management, Mc Graw Hill International Ed.
- VSP Rao, Human Resource Management, Excel Publications
- K Aswathappa; Human Resource and Personnel Management; McGraw- Hill Companies
- Dale Yoder, Personnel Management and Industrial Relation,
- Monappa & Sayiaddin, Personnel Management, Vikas Publishing Company
- Desimone; Human Resource Development, Thomson Learning
- Bohlander; Managing Human Resources; Thomson Learning. Ed. 13 2004

