

Masters Of Business Administration (MBA) – Semester – 2
Course Teaching Plan

Course Title: Human Resource Management
Course Code: 340030204
Programme & Semester: MBA - 1st year- Semester 2
Course Credit: 4

1. Course Introduction:

Human Resource Management is an important function of any organization. It encompasses the management of people in organizations from a macro perspective i.e. managing people in the form of a collective relationship between management and employees. To stay competitive, today's organizations strategically working in conjunction with HR to identify the skill sets needed to enhance organization effectiveness. The goal of Human Resource Management as a stream is to gain better understanding of employees' contributions in order to achieve optimal productivity and effectiveness, while simultaneously attaining individual objectives (such as having a challenging job and obtaining recognition), and societal objectives (such as legal compliance and demonstrating social responsibility).

2. Course Objectives:

The students will be asked to

- Understand effective planning and management of key human resource functions within organizations
- Understand Human Resource Management system and analyse the issues and strategies required to manage and develop Human Resources.
- Understand current issues, trends, practices and processes in HRM

3. Course Learning Outcome:

- CLO1: Acquire Skills & Competencies required for managing HR in a way that contributes to the development of individuals and organizations
- CLO 2 : Understand the importance of Planning Manpower and its effect on the overall

Management on Human Resources.

- CLO 3: Understand the information regarding the effectiveness of recruiting methods and the validity of selection procedures and appropriate staffing decisions and acquire skills of conducting various types of interviews.
- CLO 4: Acquire skills of evaluating different types of job and design the process of Job Description and Job Specification.
- CLO 5: Understand the importance of training, its process and the most successful methods that yield maximum return on investment in training.
- CLO 6: Understand the process of annual appraisal.
- CLO 7: Understand Legal implications in HRM & the rationale of labour laws in organizations. Knowledge regarding statutory framework and institutions regulating labour relations in local and international contexts. Apply theoretical and practical skills in resolving industrial disputes
- CLO 8: Understand and gain knowledge about the current trends in HRM and their applicability in the corporate world.

Correlation levels: 3= 'High', 2='Medium', 1='Low' and '-'= No correlation

4. CLO –PO Mapping Matrix

	PO1	PO2	PO3	PO4	PO5
CLO1	3	3	3	2	3
CLO2	3	3	3	2	3
CLO3	3	3	3	2	3
CLO4	3	3	3	2	3
CLO5	3	3	3	2	3
CLO6	3	3	3	2	3
CLO7	3	3	3	2	3
CLO8	3	3	3	3	3

5. Course Content and Session Plan

Syllabus Content	
Unit 1 – Introduction to Human Resource Management & Human Resource Planning	
1-4	Meaning, Objectives, Scope and functions of HRM
5-8	Human Resource Planning Introduction , Process
Unit 2 – Recruitment , Selection & Job Analysis	
9-13	Recruitment – Definition, Process , Sources Selection – Definition, process, Interviews
14-17	Job Analysis – Definition, Job Description, Job Specification, Components
Unit 3 - Training & development, Appraisal , Job Evaluation & Compensation	
18-20	Training & Development Meaning and process, Methods
21-23	Performance Appraisal – Meaning, Need, Process, Methods and Errors
24-26	Job Evaluation – Meaning process & Methods Compensation & Rewards – Meaning, Types of compensation & Reward systems
Unit 4 - Industrial Relations & Contemporary issues in Human Resource Management	
27-29	Introduction to IR - Definition , Characteristics and factors affecting IR, Meaning , causes, Outcomes, Methods of settlement of Industrial Disputes
30	Trade Union Act , 1926 – Major Provisions
31-33	Factories Act , 1948 – Major Provisions Social Security Schemes in India – Major provisions - Maternity Benefits, ESI , Employee Provident Fund, Payment of Gratuity
Contemporary issues in Human Resource Management	
34-35	Talent Acquisition & Retention Green HR / Sustainable HR
Unit 5 – Capstone Project	
36-40	Human Resource Management

6. Assessment Scheme :

Specific assessment method	% Weightage	Theory	Practical
Unit Test	50 %	√	
Assignments	15%	√	√
Class Attendance	10%	√	√
Capstone Project Presentation	15%		√
Class Participation	10%	√	√

7. Educational Resources

Educational Resources	Description
i. Text Book	<ul style="list-style-type: none"> ➤ Human Resource Management – Garry Dessler , Biju Varkkey - 15th Edition ➤ Industrial Relations, Trade unions and labour legislations -Sinha , Sinha and shekhar
ii. Reference Book	<ul style="list-style-type: none"> ➤ Human Resource Management – Pravin Durai– 3rd edition ➤ Predictive HR Analytics - Mastering the HR Metric- Martin Edwards , Kirsten Edwards – 2nd edition ➤ HRD Future - T V Rao – 1st ➤ Human Resource Management -T.N Chhabra -5th Revised Edition ➤ Performance Management Systems and strategies- D K Bhattacharya – 1st edition ➤ Armstrong’s handbook of reward management and practice – Improving performance through reward – Michael Armstrong – 3rd Edition
iii. Journals/ Magazine/periodicals	<ul style="list-style-type: none"> ➤ Vikalpa ➤ Journal of organizational behaviour ➤ Harvard Business Review ➤ Human Capital ➤ Human Factor
iv. Video lecture (NPTEL, MOOC, you tube lecture)	<ul style="list-style-type: none"> ➤ https://nptel.ac.in/courses/110/105/110105069/ ➤ https://www.youtube.com/watch?v=VZ-MSZXnUiw ➤ https://www.youtube.com/watch?v=Pk8hN7lw_RA
v. `Course related important Web links	<ul style="list-style-type: none"> ➤ https://www.linkedin.com/learning/managing-high-potentials?trk=learning-topics_trending-courses_related-content-card&upsellOrderOrigin=sem_src.go-pa_c.LLS-

	<p>C APAC All IN Search Google-NB DR-PRS Broad Biz-Human-resources-Beta All English Core-MKAG pkw.%2Bhr%2B%2Bonline%2B%2Bcourse pmt.b_pc rid.479250259857_pdv.c_plc. trgid.aud-901151931749%3Akwd-19844650858_net.g_learning</p> <p>➤ https://www.linkedin.com/learning/diversity-inclusion-and-belonging-2019?trk=learning-topics_trending-courses_related-content-card&upsellOrderOrigin=sem_src.go-pa_c.LLS-C APAC All IN Search Google-NB DR-PRS Broad Biz-Human-resources-Beta All English Core-MKAG pkw.%2Bhr%2B%2Bonline%2B%2Bcourse pmt.b_pc rid.479250259857_pdv.c_plc. trgid.aud-901151931749%3Akwd-19844650858_net.g_learning</p>
vi. Course related blog, if any	<p>➤ https://fistfuloftalent.com/</p> <p>➤ https://www.hrcapitalist.com/</p> <p>➤ https://www.greatleadershipbydan.com/</p>