

Subject Code: 1MS1010507	Subject Title: Advanced Human Resource Management - I
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1. Course Objectives:

This course helps to understand the most relevant theoretical models and key concepts in Human Resources Management within organizations, to understand the principle techniques concerning people management within organizations.

2. Teaching Scheme (Hours per week):

Lecture (Hrs.)	Tutorial	Practical	Credit	Evaluation Scheme (Marks)				
				Theory		Practical		Total
				University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	
4	-	-	4	70	30	-	-	100

3. Syllabus:

Module No.	Contents	Total Hours	Weight
1	Introduction to Human Resource Management: Introduction Nature of Human Resources Management Need of Human Resources Management Evolution of Human Resources Management HR Responsibilities Challenges to HRM	12	25%
2	International Human Resource Management: Introduction of HRM Differences between Domestic HRM and International Human Resource Management Need of IHRM International Activities Recent trend in IHRM	12	25%
3	Industrial Relations: Meaning of Industrial Relations Parties of IR Nature of IR Approaches of IR Key Issues in International Industrial Relations	12	25%
4	Employee Welfare: Meaning and Definition Types of Welfare Activities	12	25%

	Welfare Activities by the Government Welfare Activities by the Trade Unions Merits and Demerits of Welfare Measures Approaches of Labour Welfare: Philanthropic Theory, Placating Theory, Policing Theory		
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4. Suggested Readings

Books:

1. Human Resource Management, K.Aswathappa, Tata Mc Graw Hill.
2. Human Resource Management, C.B. Memoria, Himalaya Publishing House, Mumbai.
3. Human Resource Management (Text and Cases), Dr. Ram Kumar Balyan & Dr. Jayshree Thakore.
4. Personnel and Human Resource Management, P.Subha Rao- Himalaya Publishing.