

Subject Code: 1MS1010608	Subject Title: Advanced Human Resource Management - II
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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	Employee Remuneration: Components of Remuneration Wages and Salary Bonus Incentives Ideal Remuneration System Wage Policy in India Theories of Remuneration : Equity Theory, Agency Theory Factors Influencing Employee Remuneration: Internal Factors, External Factors	12	25%
2	Disputes and Their Resolution: Nature of Disputes Causes of Disputes Wages Demands Union Rivalry Unfair Labour Practices Labour Law Settlement of Disputes Code of Discipline Grievance Procedure	12	25%

3	Employee Benefits and Services: Introduction Employee Benefits and Services Meaning Benefits as Services Significant Benefit Service Programme Types of Employee Benefits and Service Compensation Benefits New Pension Plan	12	25%
4	Motivation: Meaning of Reward Important of Reward Seniority Based Rewards Performance Based Rewards Job Status Based Reward Competency Based Reward	12	25%

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.