

Subject Code: 1MS2010206	Subject Title: Human Resource Management
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1. Course Objectives and Outline:

Human Resource Management plays a vital role in today's corporate world. Especially in countries like India where we are blessed with tremendous talent and manpower but only need to develop quality HR policies and practices. Here, objective of the course is to develop sufficient technical and behavioral HRM skills in students, So that he/she will contribute a quality work in growth of corporate and nation. Course will enhance student's confidence level and make him/her ready for future challenges in corporate world.

2. Teaching Scheme (Hours per week)

Lecture (Hrs.)	Tutorial	Practical	Credit	Evaluation Scheme (Marks)		Total
				University Assessment	Continuous Assessment	
4	-	-	4	60	40	100

3. Syllabus

Module No.	Contents	Total Hours	Weight
1	Introduction to HRM, Role and Challenges, Environment of HRM, Strategic HRM, Human Resource Planning, Job Analysis.	12	25%
2	Recruitment, Selection and Interviewing Candidates, Orientation, Socialization and Placement Career Planning, Training and Development, Management Development,	12	25%
3	Organizational Development, Performance Appraisal, Establishing Pay Plans, Employee Remuneration, Incentive Payment, Executive Remuneration.	12	25%
4	Employee Welfare, Industrial Relations, Discipline and Disciplinary Action, Employee Grievances, Disputes and its Resolutions, Trade Unions, HR- Audit, HR Accounting, International HRM.	12	25%

4. Course Pedagogy

The pedagogy of the subject emphasizes on improving basic understanding and comprehension of the HR function in organization. The study goes on expanding the scope of learning and understanding various HR functions through concept discussion, problem solving, role play and case based learning. It's also incorporating group work as major component of course.

5. Suggested Readings

a. Books

Sr. No.	Books
1	Human Resource Management By Pravin Durai, Pearson Education
2	Human Resource Management By Gary Dessler and Biju Varkkey, Pearson Education
3	Human Resource and Personnel Management: Text and Cases By K. Aswathappa, The McGraw-Hill Companies
4	Industrial Relations By C.S. Venkata Ratnam, OXFORD University press
5	Industrial Relations, Trade Unions and Labour Legislation By P.R.N. Sinha, Indu Bala Sinha and Seema Priyadarshini Shekhar, Pearson Education

b. Journals/Magazines

- Indian Journal of Industrial Relations.
- Journal of Human Values.
- HRM Review.
- Indian Journal of Training and Development.
- The IUP Journal of Management Research.
- Business India/India Today/Outlook.

c. Web-Links

- <http://www.workinfo.com/free/links/hrm>.
- <https://www.shrm.org>
- <http://www.hr.com>
- <http://hrsites.com>
- <http://www.hrvillage.com>

6. Evaluation Scheme

Sr. No.	Component	Weight
1	University Examination <i>(The university examination for this subject may be open book examination. In case of open book examination, case analysis may be asked in the question paper)</i>	60%
2	Internal Assessment -Depending on the need and objectives of the subject, internal assessment should include minimum three of the following sub-components; <i>Class Test, Quiz, Assignments, Case Presentation, Class Participation, Projects, Team/Individual Assignments.</i> -The weightage of a sub-component should not exceed 50% of internal assessment component weight. - The bifurcation of sub-components shall be communicated by the instructor before commencement of the academic sessions.	40%