

Subject Code: 2CM1010315	Subject Title: Advanced Human Resource Management
	COURSE TYPE : CORE ELECTIVE

Course Objective: To give the knowledge of advanced Human Resource Management techniques to the students of B.Com and its application in commerce.

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)		
Lecture	Tutorial	Practical	Credit	University Assessment	Institutional Assessment	Total
3	-	-	3	70	30	100

Subject Contents			
Sr. No	Topic	Total Hours	Weight (%)
1	Integrating HR Strategy with Business Strategy: Nature of Strategic HRM – Strategic HRM Versus Conventional HRM, Barriers to Strategic HRM-Model of Strategic HRM (Environmental Scanning, Strategy Formulation, Strategy implementation, Strategy Evaluation). Trade Union: Concepts of Trade Union, Definitions of Trade Union, Reasons for the development of Trade Unions, Membership and other details of central trade unions as of today, trends in trade union movements.	9	25%
2	Analyzing Work and Designing Jobs: Nature of Job Analysis, Definitions of Job analysis, Job Description, Job Specification, Process of Job Analysis, Purposes of Job Analysis, Methods of Collecting Job Data, Job Design, Factors affecting Job Design, Job Design Approaches. Resolving Disputes: Nature of Disputes, Causes of Disputes, labour laws, Settlement of disputes. Code of Discipline.	9	25%
3	Induction and Placing New Hires: Introduction Definition, Purpose of Orientation, Strategic Choices of Orientation, requisites of an effective programme, Evaluation of Orientation, Problems of Orientation. Placement, Problems of Placements, Managing Ethical Issues in HRM: Nature of Business Ethics, Sources of Business Ethics, Myths about ethics.	9	25%
4	Managing Employee Benefits and Services: Nature of Benefits and services, why benefits and services, types of employees benefits and services, principles of Fringe benefits, Administration of benefits and Services, Guideline to make program more effective.	9	25%

Reference Books:

1. Human Resource Management, Text and Cases, K.Aswathappa, the tata Mc Graw Hill Publishing, New Delhi.
2. Human Resource Management, Jayshreee thakore and R.K Balyan.
3. Human Resource Management, C.B. Memoria.