

Branch Name:	MANAGEMENT
Program Code:	MS201
Course Name:	Human Resource Management
Course Code:	2MS2010206T
Pre-requisite Course:	OB, POM

Course Objectives:

- 1) To understand the various concepts of Human Resource Management and its implications in companies.
- 2) To know and understand Organizations Human Resource policies and practices.
- 3) To understand Employee Welfare, Industrial Relations and Trade union concepts.
- 4) To understand Discipline and Disciplinary Action, handling Employee Grievances, and management of Disputes.

Teaching and Examination Scheme:

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)				
Lecture (L)	Tutori al (T)	Prac tical (P)	Credit	Theory (Marks)		Practical (Marks)		Total (Mar ks)
				University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	
4	-	-	4	60	40	-	-	100

Subject Contents:

Sr No.	Topic	Total Hours	Weightage (%)
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%

Text Books:

Sr. No.	Books
1	Human Resource Management By Gary Dessler and Biju Varkkey, Pearson Education

Reference Books:

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

List of Open Source Software/learning website:

- 1) "Management Concepts and Applications/Management" available on
- 2) https://en.wikibooks.org/wiki/Management_Concepts_and_Applications/Management
- 3) <http://www.managementconcepts.com/>
- 4) http://www.managementstudyguide.com/planning_function.htm
- 5) <https://www.shrm.org>
- 6) <http://www.hr.com>
- 7) <http://hrsites.com>
- 8) <http://www.hrvillage.com>

LAB/Practical

- 1) Students should be taken to Industrial Visit to understand Structure and management process.
- 2) Expert talk from HR managers to help students understand Manager's role and HR issues and challenges.
- 3) Understanding recruitment process and selection tools by software's demonstrations.
- 4) Role Play and situational exercises will help students to understand role of HR Manager in organizational effectiveness.

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.

Course Learning Outcomes (CLO): On completion of this course, the students will be able to:

CLO	Description	Bloom's Taxonomy Level
CLO1	To evaluate existing HR policies of companies and analyze the prevailing issues in the areas of HRM and come up with possible solutions.	L4, L5, L6
CLO2	To understand HR- Audit, HR Accounting, International HRM, HR Metrics and its implications.	L2,L4,L5
CLO3	To understand and develop the SWOT Analysis of companies and self to evaluate the current situation and future course of action for growth.	L2, L5, L6
CLO4	To develop Strategic Map/plan for company and self to understand and evaluate a crisis and develop an action plan for the same.	L2, L5, L6
CLO5	To understand and analyze and compare different recruitment sources and selection tools.	L1, L2, L4
CLO6	To understand and Assess various training and development methods for employees and identifying the perfect method.	L2, L4, L5
CLO7	To Understand the concept of Organizational Development and Employee Compensation.	L1, L2,
CLO8	To understand and analyze the employee grievance management and disciplinary process.	L1, L2, L4

Mapping of CLOs with Pos & PSOs

Course	Program Outcomes(POs)								Program Specific Outcomes(PSOs)	
Learning Outcomes	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PSO1	PSO2
CLO1	H	H	H	H	M	M	M	H	H	H
CLO2	M	M	M	L	L	M	H	H	L	H
CLO3	H	H	H	M	L	H	H	H	H	H
CLO4	H	H	H	M	L	H	H	H	H	H
CLO5	H	M	M	M	L	L	M	M	H	M
CLO6	H	M	M	H	L	L	L	M	M	L
CLO7	H	L	L	L	L	L	L	M	L	L
CLO8	H	M	M	H	H	L	L	L	M	H

H: High, M: Medium, L: Low
