

Branch Name:	MANAGEMENT (Human Resource Management)
Program Code:	MS301
Course Name:	Human Resource Planning
Course Code:	2MS3010574T
Pre-requisite Course:	HRP, Human Resource Information System, Human Resource Accounting

Course Objectives:

- 1) To understand planning at the level of Human resource.
- 2) To understand significance of Human Resource Information System.
- 3) To enable students for Career planning and development.

Teaching and Examination Scheme:

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)				
Lecture (L)	Tutorial (T)	Practical (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	Concept and Objectives of HRP, Types of HR plan, Factors affecting HRP, Approaches-Social Demand Approach, Rate of Return Approach and Manpower Requirement Approach, Evolution and growth of HRP, Qualitative and Quantitative Dimensions of HRP, Labour Market Behavior and its impact on HRP	10	20%
2	Human Resource Information System: Concept, Objectives of HRIS, Types of information, sources of information, Method of data collection, Procedure of maintaining HRIS at macro and micro level	10	20%
3	Human Resource Planning Process: Forecast and Projection, types of HR forecasts, Methods of HR demand forecasting at macro and micro level. Supply forecasting- Wastage analysis, Age population balance, Pattern of internal movements of employees in the organization	10	20%
4	Career planning Succession Planning: concept, objectives and process, Career planning and development, Stages of Career, Early Career and Mid-career crisis and its management. Human Resources Audit: Scope, Characteristics and Process of HR audit, Human Resource Accounting	10	20%
5	Contemporary issues of Human Resource Planning :- Skill Shortages and Talent Acquisition, Workforce Diversity and Inclusion, Remote Work and Flexible Work Arrangements, Technological Disruption, Gig Economy and Contingent Workforce, Succession Planning and Leadership Development, Workforce Planning in Crisis Situations, Data Analytics and HR Metrics, Legal and Regulatory Compliance, Employee Well-being and Mental Health	8	20%

Text Books:

1. Human Resource Planning by D K Bhattacharyya, Excel Books India

Reference Books:

1. Human Resource Planning And Human Resource Auditing by Arun Sekhri, Himalaya Publishing House
2. Strategic human resource planning by Vivek Paranjpe, Allied Publishers
3. Strategic Human Resource Management: An Indian Perspective by Anuradha Sharma & Aradhana Khandekar, Sage Publishing

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

LAB/Practical

1. Students should be taken to Industrial Visit to understand management process
2. Expert talk from Managers can be arranged for students to understand Manager’s role

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

CLO	Description	Bloom’s Taxonomy Level
CLO1	Effectively manage and plan key human resource functions within organizations	1. Remember & understanding
CLO2	Examine current issues, trends, practices, and processes in HRM.	3.Apply
CLO3	Contribute to employee performance management and organizational effectiveness	5.Evaluate
CLO4	Problem-solve human resource challenges.	4.Analyse
CLO5	To analyzing present labour supply, forecasting labour demand, balancing projected labour demand with supply, and supporting organizational goals.	4.Aanalyse & 5.evaluate
CLO6	Develop effective written and oral communication skills	6.create

Mapping of CLOs with Pos & PSOs

Course Learning Outcomes	Program Outcomes (POs)								Program Specific Outcomes (PSOs)	
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2
CLO1	M					H			M	
CLO2			H				M		H	M
CLO3		H		H				M		
CLO4		H	H						H	
CLO5	M						H		H	
CLO6	H	M	M	M	H	H	M		H	

H: High, M: Medium, L: Low
