

Branch Name:	Management
Program Code:	MS101
Course Title:	Human Resource Management
Course Code:	23-BAM209-2C
Pre-requisite Course:	HRM: Strategic human resource management, GIG employees, Inclusion; Workplace

Course Objectives:

1. The course will enable students to understand how HR plays a functional role, needed for organizational effectiveness and management.
2. Understand the difference between functional and strategic role of HR
3. Students will analyse the need for HR planning, Innovation, use of technology, and sector specific HR needs
4. Understand the innovation in HRM and best practices

Teaching and Examination Scheme:

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)				
Lecture (L)	Tutorial (T)	Practical (P)	Credit	Theory (Marks)		Practical (Marks)		Total (Marks)
				University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	
03	01	-	04	50	50	-	-	100

Course Contents:

Unit No	Topic	Total Hours	Weightage (%)
1	The Nature of HRM- Human Resource Management an Introduction; Human Resource Business Partnership HRM; HRM policies, HRM in globally competitive environment; Functional HRM; Strategic human resource management	15	25%
2	Plan, Acquire, Develop, Career Management- Employee life cycle approach, Human Resource Planning; Recruitment and Selection; Training and Development; Competency Management; Career Management Talent Management, Managing the GIG employees and Virtual employees and team	15	25%
3	Engagement, Performance, compensation management, Industrial Relations, Compliance, Employment relations Changing nature of Employee Engagement; Performance Management; Compensation and Benefits; Compensation for Special Groups, Industrial Relations; Workplace Laws and Regulations; Employment Relations	10	17%
4	Technology, HR Analytics, Innovation, Human Resource Information and Analytics; Human Resource Management, Innovations; Human Resource Management in Small and Medium Enterprises; Human Resource Management in the Service Sector, Organization Transformation and the Human Resource Leadership; Diversity, Equity and Inclusion; Workplace Wellness, sustainability goals and HRM , Green HRM and challenges. Case Studies	20	33%
Total Hours		60	100%

Text Books:

- DeNisi, A.S., Griffin, R. W and Sarkar, Anita Human Resource Management, Cengage Learning
- Sengupta Amitabha, Human Resource Management: Concepts, Practices, and New Paradigms
- Cascio, Wayne F., Managing Human Resources, Tata McGraw Hill, New Delhi
- DeCenzo, David A, and Stephan P. Robbins, Fundamentals of Human Resource Management, Wiley India, New Delhi
- Bhattacharyya, Dipak Kumar, Human Resource Management, Excel Books, New Delhi

Reference Books:

- Innovations in People Management, Bhatnagar, J, Bajaj, Ghosh Somanth, Lakshmi Publications, New Delhi (book of cases)
- relevant cases- *1. Prabhjot, Kaur and Bhatnagar, Jyotsna (2022) The Happy Turtle: Womanpreneur and Talent in a Circular Economy, published, Richard Ivey School Case collection, Product Number Product# W25373
- Bohra, Rakesh and Bhatnagar, Jyotsna, (2022) One Employee Went Freelance. Now Everyone Wants the Same Deal, Harvard Business Review, March, 2022, (ABDC/A / FT 50)
- Mukherjee A, and Bhatnagar J(2022) - Conceptualizing and theorizing green human resource management: a narrative review--International Journal of Manpower, Jul 2022;(ABDC/A)

List of Open-Source Software/learning website:

- https://onlinecourses.nptel.ac.in/noc21_mg21/preview
- Available on SWAYAM / NPTEL platforms (search “AI in Human Resource Management NPTEL”).

Course Learning Outcomes (CLO):

1. Explain how Functional HRM contributes in organizational management.
2. Analyze all HR Functions like recruitment selection, performance management, compensation benefit, Training and Development and Career Management/Talent Management
3. Apply HR analytics, HR with innovation
4. Create sustainable goals with diversity, Inclusion and wellness

Mapping of CLO with PO and PSO

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

H: High, M: Medium, L: Low