

<b>COURSE TITLE</b>	<b>HUMAN RESOURCE MANAGEMENT</b>
<b>COURSE CODE</b>	<b>04BB1302</b>
<b>COURSE CREDITS</b>	<b>4</b>

**Course Outcomes:** After completion of this course, student will be able to:

- 1 Apply the principles of human resource management to enhance organizational effectiveness and employee performance.
- 2 Analyze key HR functions such as recruitment, training, compensation, management development, and employment relations to address organizational challenges.
- 3 Evaluate the role and effectiveness of training and development programs in employee growth and organizational success.
- 4 Analyze the components of compensation systems and their impact on employee motivation and organizational goals.
- 5 Analyze the job analysis process to assess its strategic importance in human resource planning and decision-making.

**Pre-requisite of course:**NONE

#### Teaching and Examination Scheme

<b>Theory Hours</b>	<b>Tutorial Hours</b>	<b>Practical Hours</b>	<b>ESE</b>	<b>IA</b>	<b>CSE</b>	<b>Viva</b>	<b>Term Work</b>
4	0	0	50	30	20	0	0

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
1	<b>Introduction</b> An Introduction to Human Resource Management, characteristics and significance of HRM, objectives and functions, Skills and Competencies of a Human Resource Manager, changing skill requirement, changing employee expectations, Challenges faced by HR managers	12
2	<b>Procurement</b> Human Resource Planning- Definition and objectives. Job analysis, Job Description and Job Specification-Definitions and Objectives, Recruitment- Meaning, sources, E-recruitment and Selection – Definitions and process, Placement – An introduction to competency mapping, career development, Induction, Contemporary issues in HRM - IHRM, Green HRM, HR Audit, SHRM. Open Forum: Impact of AI on Relevant Case studies	14

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
3	<b>Training and Development</b> Training & Development: Definition, objectives and advantages, Training Design- Training need identification, Training need assessment, Methods of training, Difference between Training & Development. Succession Planning	12
4	<b>Compensation</b> Job evaluation-Introduction and objectives, Compensation-Definitions and objectives, Introduction to Legal Framework for Compensation Management, Basic factors in determining pay rates, Basic, Supplementary and Executive Remuneration, types of employee benefits and services, Ethical issues in Compensation Management: Discussion	12
5	<b>Employment Relations</b> Employee Relationship Management– Definitions and Main Aspects, Industrial Disputes & Conflicts – Collective Bargaining Grievance Handling	10
<b>Total Hours</b>		<b>60</b>

#### **Textbook :**

- 1 Human Resource, Pravin Durai, Pearson: Dorling Management, 2018
- 2 Personnel Management, C.B. Mamoria & S.V Gankar, Himalaya Publishing House, 2011

#### **References:**

- 1 Human Resource and Personnel Management, Text and Cases, Human Resource and Personnel Management, Text and Cases, K. Aswathappa, MC Graw- Hill, 2010
- 2 Human Resource Management, Human Resource Management, Gary Dessler & BijuVarkkey, Pearson, 2016
- 3 Human Resource Management , Human Resource Management , V.S.P. Rao, Excel Books, 2006

#### **Suggested Theory Distribution:**

The suggested theory distribution as per Bloom's taxonomy is as follows. This distribution serves as guidelines for teachers and students to achieve effective teaching-learning process

Distribution of Theory for course delivery and evaluation					
<b>Remember / Knowledge</b>	<b>Understand</b>	<b>Apply</b>	<b>Analyze</b>	<b>Evaluate</b>	<b>Higher order Thinking / Creative</b>
0.00	0.00	35.00	35.00	30.00	0.00

#### **Instructional Method:**

- 1 Theory

**Supplementary Resources:**

- 1 <https://www.istd.in/>
- 2 <https://nipm.in/>
- 3 <https://www.shrm.org/>
- 4 <https://www.open.edu/openlearn/money-business/business/human-resources>
- 5 <https://www.researchgate.net>