

Name of Faculty	:	Faculty of Commerce and Management
Name of Program	:	Master of Business Administration (MBA)
Course Code	:	2MBA05
Course Title	:	Human Resource Management (HR)
Type of Course	:	Professional Core
Year of Introduction	:	2023-24

Prerequisite	:	For understanding this subject, the students should have business environment and domain knowledge and must have effective communication skills.
Course Objective	:	The objective of this course to helps student to Examine current issues, trends, practices, and processes in HRM And To enable the students to understand the HR Management and system at various levels in general and in certain specific industries or organizations. And to help the students focus on and analyze the issues and strategies required to select and develop manpower resources to develop relevant skills necessary for application in HR related issues
Course Outcomes	:	At the end of this course, students will be able to:
	CO1	Understand and appreciate the importance of the human resources vis-a-vis other resources of the organization
	CO2	Familiar with methods and techniques of HRM
	CO3	Equip with the application of the HRM tools in real world business situations
	CO4	Capable in making decision to ensure right person at right place at right time with right place among various options available
	CO5	Understand different approach of HRM for execution of different function of HRM
	CO6	Develop the HR Competencies for future development

Teaching and Examination Scheme

Teaching Scheme (Contact Hours)			Credits	Examination Marks				
L	T	P		Theory Marks		Practical Marks		Total Marks
				SEE	CIA	SEE	CIA	
4	0	0	4	70	30	00	00	100

Legends: L-Lecture; T-Tutorial/Teacher Guided Theory Practice; P- Practical,C - Credit, SEE - Semester End Examination, CIA - Continuous Internal Assessment (It consists of Assignments/Seminars/Presentations/MCQ Tests, etc.)

Course Content

Unit No.	Topics	Teaching Hours	Weightage (%)	Mapping with COs
1	Introduction: Human Resource Management- Meaning and significance, Major functions of HRM, HR as a factor of Competitive advantage, Line and Staff responsibility of HR Managers, HR Competencies, Evolution and growth of Human Resource Management in India, Strategic Human Resource Management (SHRM). Human Resource Policies: Need, type and scope, Human Resource Accounting and Audit.	15	30%	CO1 CO2
2	Human Resource Planning and Job Analysis: HR Planning: Meaning, Significance and Process of Human Resource Planning. Job Analysis: Meaning, Importance, Process of Job Analysis. Job Design- Job Enlargement, Job Enrichment, Job Rotation., Recruitment and Selection: Recruitment: Meaning, Significance and Sources of Recruitment, Selection: Meaning, Significance and Process, Techniques-Tests and Interviews., Executive Development Programs, Concept and process of Career Management , Performance Appraisal: Meaning and Significance of Performance Appraisal, Methods of Performance Appraisal, Limitations and Problems.	17	30%	CO3 CO4
3	Compensation Management: Meaning and Types of Compensation: Direct and Indirect, Salary/Wage Fixation, Allowances, Incentives, Bonus, ESOPs, and Fringe Benefits, Emerging Statutory aspects of Compensation & Benefits, Rewards and Recognition.	13	20%	CO4 CO5
4	Industrial Relations: Dynamics of Industrial Relations, Discipline and Domestic Enquiry, Grievance Management, Collective Bargaining, Legal aspects of Employee Relations with reference to Trade Union Act, Industrial Disputes and Settlement Machinery, Career and Succession Planning.	15	20%	CO5 CO6
5	Practical: Students may visit any company to understand the application of the topics learned in Module I to IV and may work on below given emerging topics in the field of HR. HR Analytics, HR Information System• Employee Retention• Handling of Employee Grievance and Harassment• related issue. Glass ceiling and Gender Equality• Recruitment and Selection process of various industries• Performance appraisal system in public and private• sector companies Identifying companies where best training and• management development practices are followed.	---	---	

Suggested Distribution of Theory Marks Using Bloom's Taxonomy						
Level	Remembrance	Understanding	Application	Analyse	Evaluate	Create
Weightage	50	50	-	-	-	-

NOTE: This specification table shall be treated as a general guideline for the students and the teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Reference Books

Sr. No.	Name of Reference Books
1	Human Resource Management, DeCenzo, D.A. and Robbins, S.P., 10th Edition, Wiley India Pvt. Ltd., 2011.
2	Human Resource Management, Dessler, G., 12th Edition, Pearson, 2011
3	Human Resource Management, Ivancevich, J.M., 10th Edition, Tata McGraw-Hill Education Pvt. Ltd., 2010.
4	Personnel Management, Mamoria, C.B. and Gankar, S.V., Himalaya Publishing House, 2011
5	Human Resource Management, Uday Kumar Haldar & Juthika Sarkar, Oxford, Latest Edition

List of Journals / Periodicals / Magazines / Newspapers / Web resources, etc

Sr. No.	Name of Journals / Periodicals / Magazines / Newspapers / Web resources, etc
1	Harvard Business Review
2	Business India / Business Today / Business World, University News
3	HRM Review
4	Human Capital 6. Indian Journal of Industrial Relations
5	Indian Journal of Training and Development