

MNG-206
HUMAN RESOURCE MANAGEMENT
Credit-4 : Class Hours-40

Objectives:

1. To introduce and explain different phenomenon of Human Resource Management (HRM).
2. To enrich the students' understanding on HRM , which may enable them to implement the concepts in the workplace.
3. To direct the attention of students towards some of the emerging concepts of HRM.

Module I: Concept, Definitions and Objectives of Human Resource Management(HRM); Functions of HRM; Process of HRM; Evolution of HRM; Strategic HRM and its role in the organization; Human Resource Planning(HRP):Meaning and Process, Job analysis: Job description and Job specification; Recruitment: Meaning, Sources, Process and Yield; Selection: Meaning and Process, Tests and Interviews, Induction and Socialization.

Module II: Performance Appraisal: Meaning, Objective, Process and Methods; Potential Appraisal; Biases in performance appraisal; Methods of job evaluation; Meaning of Compensation; Types of compensation; Types of wages and theories; Wage differentials; Pay structure, Wage Law in India, Executive Compensation.

Module III: Concepts of Career, Career planning process, Career Stages; Training &Development: Concept, Training need analysis and Methods of training (on-the-job and off-the-job training), Evaluation of Training effectiveness; Concepts of Promotion, Transfer and Separation.

Module IV: Industrial Relations (IR): Concept and Approaches to IR, John T. Dunlop's System Theory of IR, Positive and Negative IR, Role of State in IR; Trade Unions: Concept and Registration; Structure and Functions of Trade Union, International HRM: Definitions and Approaches, Concepts of Expatriate, Parent country National (PCN), Host Country National (HCN)and Third Country National (TCN). Challenges of HRM in dynamic business environment; Ethical issues in HRM HR Outsourcing; Employee Engagement; Organization Citizenship Behaviour(OCB), Talent Management, Competency Mapping.

Module – V: The concerned faculty shall have the liberty to define the course contents under this module and teach students accordingly.

Reference Books:

1. HRM Text &Cases, Aswathappa, TMH.
2. Personnel &Human Resource Management, P.Subbav Rao, HPH
3. Human Resource Management, Jyoti, Venkates, Oxford
4. HR, Denisi and Sarkar, Cengage.
5. Human Resource Management (SeemaSanghi (Vikas)
6. Human Resource Management – S.S. Khanka – (S. Chand)
7. Human Resource Management – Dessler and Verkkv Pearson

7. ~~HUMAN RESOURCE MANAGEMENT – DESSLER AND VERMA, PEARSON~~
8. Human Resource Management – VSP Rao , Excel
9. An introduction to Human Resource Management – Nick Wilton, Sage Publication