

Integrated MBA 5 Yrs Syllabus from Admission Batch 2016-17 onwards

5 th Semester	16IMN504	Human Resource Management-I	L-T-P 4-0-0	4 Credits	35 hrs
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Module-I:

Introduction to Human Resource Management: Concept, Nature and scope of Human Resource Management; Evolution of Human Resource Management, Emerging trends of HRM in Globalized economy.

Module-II:

Acquiring human resource: Human Resource Planning(HRP)-Concept and Process. Job analysis and design, Recruitment & Selection-Concept & Sources of Recruitment, Selection: Procedure, Tests and Interviews Orientation, Promotion: Bases of Promotion, Transfer: Types of Transfer, Separations, Outplacement.

Module-III:


Developing Human Resources: Training & Development-Concept, Training Vs Development, Learning Principle, Training need assessment, Types of training programmes, on-the-job and off-the-job, In basket Training, Transactional Analysis, Sensitivity Training, Grid training, Apprenticeship training; Evaluation of Training Programmes.

Module-IV:

Monitoring and Evaluation: Performance Management- Performance Appraisal – objectives, uses, methods, Traditional vs. Modern Methods, Management by objectives (MBO), Assessment center, 360 Appraisal, BARS, TQM, Kaizen, JIT and QC.

Books:

- Garry Dessler – Human Resource Management, Pearson / PHI
- Rao, P.S.-Essentials of Human Resource Management and IR, HPH
- Aswathapa, - Human Resource & Personnel Management, TMH


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