

IMN604:HUMAN RESOURCE MANAGEMENT-II

Module-I: Introduction to Compensation Management:

Wages & Salary concepts, components of wages, criteria of wage fixation, Job evaluation – Concept, Methods , Methods of wage determination in India, wage differential, Methods of payment, Broad- banding, Executive compensation, Incentive based pay system,

Module-II:

Industrial Relations: Concept, Approaches to Industrial relations; Unitary, Pluralistic, Systems

and Radical approaches, Industrial Relation System, Role of State in IR.

Trade Unionism: Concept, function and structure, union registration and recognition, Present

Trade Unionism in India,

Module-III:

Industrial Disputes: Concept, forms and types, causes, procedure for settlement of disputes in India.

Collective Bargaining: Nature, scope and functions, Stages & Bargaining Process, Theories of

bargaining, Workers' participation in Management: Concept, scope and objectives, Workers'

participation in Indian Industries.

Module-IV:

International HRM: Definitions and Approaches, Concepts of Expatriate, Parent country National (PCN), Host Country National (HCN) and Third Country National (TCN). Challenges of IHRM in dynamic business environment; Ethical issues in IHRM

Reference Books:

1. R. K.Sahoo : Training for Development,Excel Books
2. R.P.Lynton & U. Pareek : Training for Development
3. R. Buckley & J. Caple : Theory and Practice of Training
4. Peter Sheal : The Art of HRD (Vol 6 : Staff Development)
5. TV Rao : HRD Audit
6. D.M. Silvera : Human Resource Development – The Indian Experiences
7. Mamoria & Mamoria, Dynamics of Industrial Relations, Himalaya Pub.
8. D .K.Bhattacharya, International Human Resource Management, Himalaya Pub.