

6th Semester	Human Resources Management	L-T-P 3-0-0	3 Credits
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Module I:**8 HOURS**

Concept scope and objectives of HRM. Relationship between HRM and HRD. The challenges for HRM – Environmental, organizational and Individual. Role and functions of HR managers in the changing business scenario. Human Resources Planning – overview, Recruitment – concept, objectives, legal framework regulating recruitment in India, Selection – Objectives and methods, Test and interviews, Induction and orientation, validity and reliability of Tests and interviews.

Module II:**8 HOURS**

Career Planning – concept, objectives. Different stages of career and its implications, Methods of career planning and development, Promotion – types and process, Transfer – types. Separations including lay off and retrenchment. Performance Management – concept and objectives.

Module III:**6 HOURS**

Performance Appraisal – concept objectives and methods – management by objectives (MBO), Assessment centre, 360 degree feedback. Appraisal errors. Competency mapping – concept, objectives and the process.

Module IV:**8 HOURS**

Compensation Management – objectives and principles. wage & salary. Wage concept – minimum wage, Fair wage, living wage. nominal wage and real wage. Components of wages, methods of wage determination, job evaluation – methods wage differentials and its functions.

Module V:**6 HOURS**

Training and Development – Training need Assessment, Types of Training Programs – on the job and off the job training programs, Evaluation of effectiveness of training programs.

Books

1. Personnel & HRM – P. subha Rao, Himalaya Publishing House.
2. HRM - Text and cases – Aswathappa, THM
3. Managing Human Resources – Gomez, Belkin & Cardy, PHI. HRM – Snell, Bohlander, Vohra – Cengage Publication

Digital Learning Resources:

Course Name	PRINCIPLES OF HUMAN RESOURCE MANAGEMENT
Course Link	https://nptel.ac.in/courses/110/105/110105069/
Course Instructor	PROF. ARADHNA MALIK, Department of Management Studies, IIT KGP