MBPC1006 HUMAN RESOURCES MANAGEMENT (3-0-0)

Course Objectives:

1. To introduceandexplaindifferentphenomenonofHuman Resource Management(HRM).
2. To enrich the students' understanding on HRM, which may enable them to implement the concepts in theworkplace.

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 Ratio; Selection: Meaning and Process, Tests and Interviews, Induction andSocialization.

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, ExecutiveCompensation.

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, Organization Citizenship Behaviour, HRIS, Competency mapping, Talent Management, Employee engagement.

Course Outcomes:

CO-1: Explain & interpret different concepts, Functions & Processes of HRM.
CO-2: Apply different tools and techniques for managing human resources in an organization.
CO-3: Analyze, identify problems and develop skill sets in managing human resources in an organizational context.
CO-4: Integrate the knowledge of HR concepts to Plan and design human resource intervention & strategies for an organization.

Text Books:

1. HRM Text &Cases,Aswathappa,TMH.
2. Personnel &Human Resource Management, P.Subba Rao,HPH
3. Human Resource Management – VSP Rao ,Excel
4. Human Resource Management, Jyoti Venkates,Oxford
5. HR, Denisi and Sarkar,Cengage.