

Name of the Subject: HUMAN RESOURCE MANAGEMENT
Course Code and Subject Code: CC 204, HRM
Course Credit: FULL (50 SESSIONS OF 60 MINUTES EACH)

Course Description

The course of human resource management is developed to learn the practices and procedures adopted in organization. Therefore, this course espouse a novel approach to understand the various aspects of human resource management such as job analysis, recruitment , selection, training and development , appraisal , keeping in view the requirement of the management students.

Evaluation pattern:

Class participation and Attendance	10%
Quizzes, Presentations and Assignments	20%
Mid Term Examination	30%
End Term (University) Examination	40%

Pedagogy:

- Lectures
- Case study
- Minor projects

Session	Course Content	Percentile weightage
1 - 3	Introduction to HRM & why HRM useful to all managers, Line & staff aspects of HRM, changing environment , HR's strategic challenges	10%
4 - 6	The Strategic Role of Human Resources Management, Job analysis & its meaning, Job analysis & its steps, methods, uses	10%
7 - 9	personnel planning & Recruitment, planning & forecasting & sources of recruitment, forecasting the supply of internal candidates & outside candidates	5%
10 - 16	Employee testing & selection, Interviewing candidates: basic testing concepts, Types of test & Types of interviews, Training & development, Orienting Employees & the training process, methods	10%
17 - 20	Managing organizational change & development, performance appraisal & career management, Basic concepts & introduction to appraisal performance & the appraisal interview, Basic concepts & introduction to appraisal	10%

	performance & the appraisal interview, Establishing strategic pay plans, Determination pay rates & competency based pay	
21 - 23	Determination pay rates & competency based pay, pay for performance & financial incentives Money & motivation & incentives for team sales people	5%
24 - 28	Managers executives & employees, Managing global human resources, Managing global human resources, Managing global human resources, HR & internationalization of business, global differences & similarities in HR practices	10%
29 - 35	Industrial Relations, Definitions & main aspects of industrial relation, Trade union legislations, background & efforts at amendments, Trade union act, 1926, Methods of settling industrial disputes in India	10%
36 - 40	Machinery for the prevention Settlement of industrial dispute in India, Collective bargaining , meaning importance units & levels & factors influencing, International labor organization, Labor management cooperation	10%
41 - 45	workers participation in management : meaning & goals, Payment of wage legislation, wage legislation objectives & payment of wages act, 1936, Minimum wage legislation, wage legislation objectives & payment of wages act, 1936, Minimum wage legislation	10%
46 - 50	Objectives & minimum wages act, 1948, Equal remuneration legislation act, 1976	10%

Text Book:

1. Human Resource management, Garry Dessler Latest Edition Prentice Hall India
2. Industrial Relations, Trade Unions and Labour Legislations, Sinha, Sinha and Shekhar, Latest Edition, Pearson Education.

Reference Books:

1. Human Resource Management, , John M. Ivancevich, 9th edition, Tata McGraw hill publication
2. Managing Human Resources, Gomezmejia, Balkin and Cardy, 3rd edition, Pearson education.
3. Industrial Relations and Labour Laws Revised Edition, S.C.Srivastav, Vikas Publishing House