HUMAN RESOURCE MANAGEMENT

Course Code	20HS7701B	Year	IV	Semester	I
Course Category	**Humanities and Social Science Electives**	**Branch**	Common to all	**Course Type**	Theory
Credits	3	**L-T-P**	3-0-0	**Prerequisites**	
Continuous Internal Evaluation	30	**Semester End Evaluation**	70	**Total Marks**	100

Course Outcomes		Skill	Level	Unit No
Upon successful completion of the course, the student will be able to		**Skill**	**Level**	**Unit No**
CO1	Understand the basic concepts, techniques and applications of Human Resource Management.	Understand	L2	1,2,3,4,5
CO2	Describe job design, job Analysis, job evaluation and different levels of recruitment	Understand	L2	2,3
CO3	Illustrate different Training and development of human resources	Apply	L3	4
CO4	Summarize e-Human Resource Management and Human resource for small scale industries	Apply	L3	5

Contribution of Course Outcomes towards achievement of Program Outcomes & Strength of correlations (H:High(3), M: Medium(2), L:Low(1))														
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2
CO1	1		2			3					3	1	1	3
CO2	1		2			3					3	1	1	3
CO3	1		2			3					3	1	1	3
CO4	1		2			3					3	1	1	3

Syllabus		
UNIT	**Content**	**Mapped CO**
I	**Introduction:** Functions, Policies & Roles, Skills for HR Professionals, HRM Models, Evolution of HRM, Recent developments in HRM, Nature of Strategic HRM, Strategic HRM versus Conventional HRM, Strategic Management Process, Benefits of SHRM, Barriers to Strategic HRM, Typical HR Strategies, Selecting Strategies to Enhance Performance. **Human Resource Planning:** Nature of HRP, Importance of HRP, Factors Affecting HRP, The Planning Process, Human Resource Planning and the Government Requisites for Successful HRP, Barriers to HRP	**CO1**
II	**Analysis of Work, Designing Jobs and Job Evaluation:** Nature of Job analysis, Job Analysis and Competitive Advantage, The Process of Job Analysis, Methods of Collecting Job Data, Job Analysis and Strategic HRM, Potential Problems with Job Analysis. **Requisites for Job Analysis**, Competency-based Job Analysis, Job	**CO1, CO2**

	Design, Significance of Jobs Design, Factors Affecting Job Design, Job Design Approaches, Contemporary Issues in Job Design, Job Evaluation, Job Evaluation Process, Methods of Job Evaluation, Alternative to Job Evaluation.	
III	**Recruiting Talent:** Nature of Recruitment, Purposes and Importance, Factors Governing Recruitment, Recruitment Process, Evaluation and Control, Philosophies of Recruiting, Alternatives to Recruitment. **Selecting Right Talent:** Nature of Selection, Selection as a Source of Competitive Advantage, Organization for Selection, Selection Process, Assessment Centers, Barriers to Effective Selection, Evaluation of Selection Process, Making Selection Effective.	**CO1, CO2**
IV	**Training and Development, Career Management and Talent Management:** Orientation, Orientation Programme, Requisites of an Effective Programme, Evaluation of Orientation Programme, Problems of Orientation, Typical Orientation Programme, **Nature of Training and Development**, Inputs in Training and Development, Training and Development as Source of Competitive Advantage, The Training Process, Impediments to Effective Training. Government Initiative, Management Development, Career Development, Talent Management.	**CO1, CO3**
V	**e-Human Resource Management:** Nature of e-HRM, e-HR Activities, e-Recruitment, e-Selection, e-Performance Management, e-Learning, e-Compensation **Human Resource Management in Small Scale Units:** Introduction to Small Business Unit, Significance of MSM Enterprises, Facilities Problems, People Practices in Small Units, Challenges in Introducing HR Practices, Current Practices, Guidelines for Application of HR Practices.	**CO1, CO4**

Learning Resource
Text books:
1.   Human Resource Management, Text & Cases by K. Aswathappa
Reference books
1.   Human Resource Management, by S. Khandkar, S. Chand Publications 2.   Personnel Management - Text & Cases, By C. B. Mamoria& V. S. P. Rao, Himalaya 3.   Human Resource Management by Gary Dessler, Pearson Education