

**Master of Business Administration**  
**MBA Semester II**  
**Core Course**  
**203: Human Resource Management**

**Marks: 100**

**Duration: 60 Hrs.**

**CREDITS: 4**

**Objective:** The objective of this course is to make the students conversant with Human Resource Management practices and role of Human Resource Management in the changing environment. To understand the essence of roles and functions that Human Resource Manager performs in an organization. To comprehend that in present business scenario human resource management has acquired a strategic role in the functioning of any business organization at national and international level.

**Course Outcomes:** After the Successful completion of the course, student would be able to:

**CO1:** Identify different aspects of Human Resource Management and develop an understanding of Human Resource Management practices

**CO2:** Design effective recruitment, selection, training and development programs for employees

**CO3:** Compare different employees and accordingly design their compensation packages on the basis of transparent Performance Appraisal

**CO4:** Examine social security and welfare practices and design grievance handling policies

**CO5:** Evaluate international human resource management practices and strategies

**Contents:**

<b>UNIT</b>	<b>Content</b>	<b>Hours</b>
I	<b>Human Resource Management:</b> Human Resource Management- Introduction & Importance, Functions of HRM, Genesis and Growth of HRM Challenges & Environmental Influences on HRM. Various approaches to HRM, Human Resource Planning- Definition, Importance, HRP Process, Approaches to HRP	11
II	<b>Employment &amp; Development:</b> Job Analysis, Recruitment- Concept and Sources, Selection- Process and Methods, Interview- Types and Importance, Induction- Concept & Approaches, Training, Methods of Training, Evaluating Training Effectiveness, Executive Development, Performance Appraisal – Concept, Importance and Methods	11
III	<b>Compensation Management:</b> Job Evaluation, Wages & Salary Administration, Wage Determination Process, Factors Affecting Wage & Salary, Wage Differentials, Incentive Plans, and Fringe Benefits. Executive Compensation	11
IV	<b>Maintenance And Disciplining The Employees:</b> Quality of Work Life, Health & Safety Measures, Social Security & Welfare Practices in India. Grievance Handling and Grievance Procedure, Managing Discipline, Disciplinary Action, Employee Separation & Retention Techniques.	11

V	<b>International Human Resource Management:</b> International Human Resource Management – Concept & Importance, Expatriate- Definition & Roles, Domestic Vs. International Human Resource Management, Selection Approaches in IHRM, Repatriation- Concept, Importance and Process	11
	Small group learning exercise involving discussion, role-play, presentations by students	05
	TOTAL	60

### Readings:

1. Dessler Gary & Varkkey Biju (2020). Human Resource Management. Pearson Publications
2. Durai Pravin (2020). Human Resource Management. Pearson Publications.
3. Rao P. Subba (2018). Human Resource Management. Himalaya Publications.
4. Aswathappa K. (2017). Human Resource Management. Tata McGraw Hill Publications.
5. Mathis Robert L., Jackson John H. & Valentine Sean R. (2015). Human Resource Management: Essential Perspectives. Cengage Publications.
6. Cardy Robert L., Gomez-Mejia Luis R. & Balkin David B. (2015). Managing Human Resources. Pearson Publications.

### Pedagogy:

- ICT enabled Classroom teaching
- Case study
- Practical / live assignment
- Interactive classroom discussions
- Flipped classroom

### Teaching Plan:

At the beginning of each semester faculty teaching the course will provide (i) Teaching Plan, (ii) updated reading list, and (iii) the list of case studies for uploading on Department website.

### Facilitating the achievement of Course Learning Outcomes

Unit No.	Course Learning Outcomes	Teaching and Learning Activity	Assessment Tasks
I	Ability to identify different aspects of Human Resource Management and develop an understanding of Human Resource Management practices	Lectures/Videos/ Case Studies/ Seminars/Role Plays/Visits	Class participation, Presentations, Assignments, Viva and Class Test, Analysis of Case Study

II	Ability to design recruitment, selection, training and development programs for employees	Lectures/Videos/ Case Studies/ Seminars/Role Plays/Visits	Class participation, Presentations, Assignments, Viva and Class Test, Analysis of Case Study
III	Ability to compare different employees and accordingly design their compensation packages on the basis of transparent Performance Appraisal	Lectures/Videos/ Case Studies/ Seminars/Role Plays/Visits	Class participation, Presentations, Assignments, Viva and Class Test, Analysis of Case Study
IV	Ability to examine social security and welfare practices and design grievance handling policies	Lectures/Videos/ Case Studies/ Seminars/Role Plays/Visits	Class participation, Presentations, Assignments, Viva and Class Test, Analysis of Case Study
V	Ability to evaluate international human resource management practices and strategies	Lectures/Videos/ Case Studies/ Seminars/Role Plays/Visits	Class participation, Presentations, Assignments, Viva and Class Test, Analysis of Case Study