

**COURSE PLAN**

Name of the Faculty	GOPIKA.S			
Designation/Department	AP/MBA			
Course Code/Name	P23BAT23/HUMAN RESOURCE MANAGEMENT			
Year/Section/Department	II/A&B/MBA			
Credits Details	L:3	T:0	P:0	C:3
Total Contact Hours Required	45			

Syllabus:

UNIT I/PERSPECTIVES IN HUMAN RESOURCE MANAGEMENT	No. of Periods - 9
Evolution of human resource management – The importance of the human capital – Role of human resource manager –Challenges for human resource managers - trends in Human resource policies – Computer applications in human resource management – Human resource accounting and audit.	
UNIT II/ HUMAN RESOURCE PLANNING AND RECRUITMENT	No. of Periods - 9
Importance of Human Resource Planning – Forecasting human resource requirement – matching supply and demand - Internal and External sources- Organizational Attraction-. Recruitment, Selection, Induction and Socialization- Theories, Methods and Process.	
UNIT III/ TRAINING AND DEVELOPMENT	No. of Periods - 9
Types of training methods –purpose- benefits- resistance. Executive development programme - Common practices - Benefits – Self development – Knowledge management.	
UNIT IV/ EMPLOYEE ENGAGEMENT	No. of Periods - 9
Compensation plan – Reward – Motivation – Application of theories of motivation – Career management – Mentoring - Development of mentor – Protégé relationships- Job Satisfaction, EmployeeEngagement, Organizational Citizenship Behavior: Theories, Models.	
UNIT V/ PERFORMANCE EVALUATION AND CONTROL	No. of Periods - 9
Method of performance evaluation – Feedback – Industry practices. Promotion, Demotion, Transfer and Separation – Implication of job change. The control process – Importance – Methods – Requirement of effective control systems grievances – Causes – Implications – Redressal methods.	

Course Objectives:

<ul style="list-style-type: none"> • To describe methods for enhancing human capital and employee motivation to ensure organizational success. • To evaluate strategies for collaborating with Human Resources to attract, develop, sustain and retain employees in a competitive marketplace. • To develop a plan for collaborating with Human Resources to maximize the human capital of an organization. • To provide knowledge about management issues related to staffing, training, performance, compensation, human factors consideration and compliance with human resource requirements. • To be competent to analyze and evaluate information for financial planning, control and decision

Text Books:

T1.Uday Kumar Halder, Juthika Sarkar. "Human Resource management". Oxford. 2012.

T2. Dessler "Human Resource Management", Pearson Education Limited, 14th Edition, 2015.

Reference Books:

R1.R2 Bernadin , "Human Resource Management" ,Tata Mcgraw Hill ,8th edition 2012.

R2. Wayne Cascio, "Managing Human Resource", McGraw Hill, 2007.

R3. Ivancevich, "Human Resource Management", McGraw Hill 2012.

R4.R1.Luis R.Gomez-Mejia, David B.Balkin, Robert L Cardy. "Managing Human Resource". PHI Learning. 2012

R5. Decenzo and Robbins, "Fundamentals of Human Resource Management", Wiley, 11th Edition, 2013.

Website:

W1.<http://www.yourarticlelibrary.com/human-resource-development/computer-application-and-human-resource-management/60364>(**Topic-4**)

W2.<https://www.investopedia.com/ask/answers/021115/how-do-companies-balance-labor-supply-and-demand-human-resources-planning.asp>(**Topic-9**)

W3.https://en.wikipedia.org/wiki/Induction_programme(**Topic-12**)

W4.<https://www.slideshare.net/tanujpoddar/hrm-training-development>(**Topic-15**)

W5.<http://hrmba.blogspot.com/2009/10/resistance-to-change.html>(**Topic-17**)

W6.https://learn.org/articles/What_is_an_Executive_Development_Program.html(**Topic-18**)

W7.<https://www.slideshare.net/suryasrivastava/compensation-practices>(**Topic-19**)

W8<http://www.wisenepali.com/2016/02/reward-in-hrm-types-qualities-of.html>(**Topic-24**)

W9.<https://www.slideshare.net/vinodvno/proteges-relationship>(**Topic-29**)

W10.<http://www.simplehrguide.com/hr-and-managerial-feedback.html>(**Topic-31**)

W11.<https://www.scribd.com/doc/30321041/Hrm-Practices-in-IT-Industry>(**Topic-32**)

Course Plan:

Topic Number	Topic	Reference Detail	Page Number	Mode of teaching	Number of Periods Required	Cumulative Period
UNIT I						
1	Evolution of human resource management	T2	5-6	BB	1	1
2	The importance of the human capital	R5	10-13	BB	1	2
3	Role of human resource manager	R1	13-17	BB	1	3
4	Challenges for human resource managers	WEB	W1	BB	1	4
5	trends in Human resource policies	R1	305-310	PPT	1	5
6	Computer applications in human resource management	R5	217-228	BB	2	7
7	Human resource accounting and audit	R1	105-119	BB	2	9

Outcome of Unit I:

CO1:Develop skills needed for success as a Human Resources Professional

UNIT II						
8	Importance of Human Resource Planning	T2	150-153	BB	1	10
9	Forecasting human resource requirement	T2	153-155	BB	1	11
10	matching supply and demand	T2	159-162	BB	1	12
11	Internal and External sources	WEB	W2	BB	1	13
12	Organizational Attraction	T1	209-216	PPT	1	14
13	Recruitment	T2	192-201	BB	1	15
14	Selection	WEB	W3	BB	1	16
15	Induction and Socialization	R2	111-113	BB	1	17
16	Theories, Methods and Process	R2	114-116	BB	1	18
Outcome of Unit II:						
CO2: Understand human resources management process and its importance to organizational effectiveness.						
UNIT III						
17	Types of training methods	T2	410-413	PPT	2	20
18	Purpose	WEB	W4	BB	1	21
19	Benefits	T2	474-476	BB	1	22
20	Resistance	WEB	W5	BB	1	23
21	Executive Development Programmes	WEB	W6	BB	1	24
22	Common practices - Benefits	WEB	W7	BB	1	25
23	Self development	T1	288-293	BB	1	26
24	Knowledge management	R3	355-359	PPT	1	27
Outcome of Unit III:						
CO3: Processes and tools commonly used to attract, develop and retain a high performance workforce.						
UNIT IV						
25	Compensation plan	T1	410-415	BB	1	28
26	Reward	WEB	W8	BB	1	29
27	Motivation	T2	438-442	BB	1	30
28	Application of theories of motivation	T2	271-282	BB	1	31
29	Career management	R5	350-356	BB	1	32

30	Development of mentor	R5	219-224	PPT	2	33
31	Protégé relationships	WEB	W9	BB	2	34
32	Job Satisfaction, Employee Engagement,	R4	230-241	BB	1	35
33	Organizational Citizenship Behavior: Theories, Models	R1	220-227	BB	1	36

Outcome of Unit IV:

CO4:Conduct a job analysis and produce a job description from the job analysis.

UNIT V

34	Method of performance evaluation	T2	266-269	BB	1	37
35	Feedback	WEB	W10	BB	1	38
36	Industry practices	WEB	W11	SEM	1	39
37	Promotion, Demotion, Transfer and Separation	R4	273-275	BB	1	40
38	Implication of job change	R2	117-119	BB	1	41
39	The control process	R2	362-367	PPT	1	42
40	Importance , Methods , Requirement of effective control systems grievances	R1	291-298	BB	1	43
41	Causes - Implications	R4	175-179	BB	1	44
42	Redressal Methods.	R3	178-181	BB	1	45

Outcome of Unit V:

CO5:Identify the human resources needs of an organization or department.

Course Outcomes:

At the end of course:

CO1. Develop skills needed for success as a Human Resources Professional

CO2. Understand human resources management process and its importance to organizational effectiveness.

CO3. Processes and tools commonly used to attract, develop and retain a high performance workforce.

CO4. Conduct a job analysis and produce a job description from the job analysis.

CO5. Identify the human resources needs of an organization or department.

CO6. Evaluate the control process and their requirements

Course Outcome Vs Program Outcome Mapping:

COs	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2
CO1	2	2	2	2	2	2	1	2	2	2
CO2	1	2	1	2	2	2	1	2	2	2
CO3	2	3	1	2	3	2	1	2	1	1

C04	1	2	1	2	2	1	1	2	2	2
C05	1	2	1	1	2	2	1	3	2	2
C06	2	2	2	2	2	2	2	2	2	2
AVG	2	2	1	2	2	2	1	2	2	2

Content beyond syllabus:

- Effects of technological growth in Human Resource

Assignment:

Webportal	Assignment	Components	Topic Number with Topic / Unit Details	Relevance to CO
Webportal 1	--	Assessment - I (60)	Unit I and II	CO 1 & CO2
	1	Assignment - Handwritten (20)	1 Evolution of human resource management. 2. Role of human resource manager. 3. Human resource policies	CO 1
	2	Assignment - Poster Presentation / PPT (20)	1.Computer applications in human resource management 2. Human resource accounting 3. Recruitment and Selection	CO 2
Webportal 2	--	Assessment - II (60)	Unit III and IV	CO3 & CO4
	3	Seminar (20)	1. Types of training methods 2. Explain the process of Knowledge management. 3. Explain the process of Compensation plan	CO 3
	4	Case Study Report (20)	1.Define Motivation. Explain various types of motivation with examples. 2. common practices of training. 3.Job satisfaction	CO 4
Webportal 3	--	Model Exam (75)	Unit I to V	CO1 to CO6
	5	MCQ (15)	Unit I to V	CO1 to CO6

	-	Course Attendance (10)	--	--
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Submission Details:

Phase 1 (Before AT 1)		Phase 2 (Before AT 2)		Phase 3 (Model)
Assignment 1	Assignment 2	Assignment 3	Assignment 4	Assignment 5

Google Class Code Details:

Class Name: II-MBA Strategic Human Resource Management

PLAN OF ASSESSMENT TEST –DISTRIBUTION OF MARKS:

TEST	CO- MARK WISE DISTRIBUTION						BLOOM'S LEVEL MARK WISE DISTRIBUTION					
	CO1	CO2	CO3	CO4	CO5	CO6	BTL1	BTL2	BTL3	BTL4	BTL5	BTL6
AT-1			*	*	*	*				-	-	-
AT-2					*	*				-	-	-
MODEL										-	-	-

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