

Human Resources Management

Code: HRMT-241

Course Name: Human Resources Management

Course Type: Core

Pre-Requisite:

Concentration

Course Level:

Year 1:	<input type="checkbox"/>	Semester 1	<input type="checkbox"/>	Semester 2	<input type="checkbox"/>	Summer Semester
Year 2:	<input type="checkbox"/>	Semester 1	<input type="checkbox"/>	Semester 2	<input type="checkbox"/>	Summer Semester
Year 3:	<input type="checkbox"/>	Semester 1	<input type="checkbox"/>	Semester 2	<input type="checkbox"/>	Summer Semester
Year 4:	<input type="checkbox"/>	Semester 1	<input type="checkbox"/>	Semester 2	<input type="checkbox"/>	Summer Semester

Course Description:

This course aims to develop a broad understanding of the functions of HR executives in a complex organization.

Objective:

To familiarize the students with the knowledge of necessary inputs and functions of Human Resources Management.

Learning Outcomes:

On the completion of this course, Students are expected to deal with different HR issues confidently.

Skills to be developed throughout the Course:

Students will develop their analytical and oral communication skills via case study work carried out in seminar sessions. Information technology and written communication skills will be developed when completing the written assignment which will also test student's creative skills and their abilities to present theoretical information in practical situations.

Students are encouraged to make use of IT facilities particularly web sites to support research and reading.

Learning Resources:

1. Text Books

<u>Author</u>	<u>Title</u>	<u>Publisher</u>	<u>Year</u>
Gomez-Mejia,David Balkin	Managing Human Resources	Prentice Hall.	2008
David Mankin	Human Resource Development.	Oxford university press	2009
K.Aswathappa	Human Resource and Personnel Management	Tata McGraw-Hill Publishing Co. Ltd	2005

2. e- Library Reserves

- <http://www.emeraldinsight.com/insight>
- <http://www.humancapitalonline.com>

3. Internet

- Ebsco Business Source Premier: A database containing several hundred key business and management journals with full text articles updated daily.
- Courseware: Specific research support resources and documents, selectively posted to complement and build upon materials available in proctor's methodological text. Such documentation will typically be posted regularly.
- www.decilibrary.org
- www.ipl.org
- www.emc.com

4. Journals

- Organisational Dynamics
- European Management Journal
- British Journal of Industrial Relations
- Journal of International Management

Delivery and Teaching Strategy: (Lecture, Online, Physical, blended, self directed through CD, web based courses and DVD)

Methods of Instruction: It would be based on Lecture, demonstration and assignment review. Questions are encouraged and participation is expected.

Assessment Strategy:

- First Mid Term Exam: 20 Marks to be held on.....Day,.....Month, 20..
- Second Mid Term Exam: 20 Marks to be held on.....Day,.....Month, 20..
- Attendance, Participation & Assignment: 10 Marks
- Final Exam: 50 Marks
- Total: 100 Marks

Syllabus Change Policy: This syllabus is a guide for the course and is subject to change with advanced notice.

Course Contents:

HRM: Introduction, Definition, Objectives, and Scope of Human Resource Management, Role of HR Manager. Human Resource Planning, Job Analysis and Job Design.
Recruitment and Selection, Training and Development, Performance Appraisal. Quality of Work Life, International Focus on Managing Human Resources –Diversity Management.
Industrial Relations – covering broadly
▪ Basic concepts and values
▪ Globalization and I.R.
▪ Trade Unions- overview
▪ Collective Bargaining and Worker’s participation in Management.
▪ Grievance and Discipline Management
▪ Dispute Resolution
▪ Future of Industrial Relations.