



GUJARAT TECHNOLOGICAL UNIVERSITY

Programme: MBA in International Business

Semester: 2

Branch: International Business

Subject Name: Managing Human Resource

Subject Code: 2529306

Rationale: The course aims to providing an overview of various functions of human resource management about how organizations acquire, develop and manage their employees. It focuses on helping students develop relevant skills necessary for application in HR related issues. It also enable the students to integrate the understanding of various HR concepts along with the domain concepts in order to take correct business decisions.

Course Scheme:

Teaching Scheme			Credits	Examination Marks				Total Marks
L	T	P		Theory		Practical		
			C	ESE (E)	PA(M)	ESE (V)	PA (I)	
4	0	0	4	70	30	0	50	150

Course Outcomes:

Sr. No.	Course Outcomes
CO1	To develop the understanding of the concept of human resource management and its relevance in organizations
CO2	To develop necessary skill set for application of various HR issues
CO3	To analyse the strategic issues and strategies required to select and develop manpower resources
CO4	To integrate the knowledge of HR concepts to take correct business decisions

Course Content:

Unit No.	Content	No. of Hours	Weightage (%)
1	Overview of Human Resource Management <ul style="list-style-type: none"> Introduction to Human Resource Management: Meaning, Function, Significance & Challenges, History of HRM, Personnel Management vs. HRM Strategic Human Resource Management: Introduction, Strategic HR Systems and Role, Strategic HR business implications 	8	14
2	Human Resource Management Practices <ul style="list-style-type: none"> Human Resource Planning Job Analysis & Design Staffing in Organizations Training & Development in Organizations Performance Appraisals Employee Compensation Issues 	12	21
3	Employment Relations <ul style="list-style-type: none"> Concept of Social Security Significance of Worker's Participation in Management Various Social Security and Labour Welfare Legislations 	12	21



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4	International HRM, Contemporary issues & trends <ul style="list-style-type: none"> • Introduction and approaches to Global HRM • Expatriate Management: Training, Appraising & Managing • Contemporary Issues in Human Resource Management • Trends in Human Resource Management 	8	14
Total Hours/Marks:			70

Suggested Specification Table For Question Paper Design:

Unit No.	Unit Title	Teaching Hours	Distribution of Theory Marks (Assessment as per Revised Bloom's Taxonomy Level*)						Total Marks
			RM	UN	AP	AN	EL	CR	
I	Overview of Human Resource Management	8			7	7			14
II	Human Resource Management Practices	12			7	7		7	21
III	Employment Relations	12			7	7		7	21
IV	International HRM, Contemporary issues & trends	8			7	7			14
Total		40							70

***RM: Remember, UN: Understand, AP: Apply, AN: Analyze, EL: Evaluate, CR: Create**

Note: This specification table provides general guidelines to assist student for their learning and to teachers to teach and question paper designers/setters to formulate test items/questions to assess the attainment of the UOs. The actual distribution of marks at different taxonomy levels in the question paper may slightly vary from above table.

Suggested Student Activities for PA: (50 Marks)

- Preparing PowerPoint presentation
- Preparing class-room presentations
- Preparing a report on individual topics assigned
- Discussion on case-studies
- Group activities to understand the importance of HR

Suggested Learning Resources:

S. No.	Title of Book	Author	Publication with place, year and ISBN
1	Human Resource Management	Pravin Durai	Pearson Education India; 3 rd edition (January, 2020), ISBN: 9353434262, 9789353434267
2	Human Resource Management	Garry Dessler and BijuVarkkey	Pearson Education India, 2020, 16 th edition, ISBN: 9353942209, 9789353942205
3	Human Resource Management	Uday Kumar Halder & Juthika Sarkar	Oxford University Press, 2013, ISBN: 9780198076681



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4	Human Resource Management	P. R. N. Sinha, S. P. Shekhar / Indu Bala	Cengage Learning, 2016, ISBN: 9788131520222
5	Human Resource Management – Text and Cases	Sharon Pande & Swapnalekha Basak	Vikas Publishing, 2 nd edition, ISBN: 9789325987609
6	International Human Resource Management	P. Subba Rao	Himalaya Publishing House, 3 rd edition, ISBN: 978-93-5596-431-1
7	International Human Resource Management: A Global Perspective	S. K. Bhatia	Deep and Deep Publications, 2005 edition, ISBN: 9788176297011
8	Executive Skill for Global Managers	Upinder Dhar and S. Ravishankar	Excel India Publishers, 1 st edition, ISBN: 81-7493-976-8
9	The HR Scorecard: Linking People, Strategy, and Performance	Brian E. Becker, Dave Ulrich, Mark A. Huselid	Harvard Business Review Press, 1st edition, ISBN: 978-1578511365
10	HR Transformation: Building Human Resources From the Outside In	Dave Ulrich, Justin Allen, Wayne Brockbank, Jon Younger, Mark Nyman	Mc-Graw Hill Publications, 1st edition, ISBN: 978-0071638708

Software

1. monday.com
2. Rippling
3. Gusto
4. ADP Workforce Now
5. Freshteam by Freshworks
6. Retable
7. QuickBooks Time
8. Paycor
9. Bamboo HR
10. Namely
11. Workday
12. User Guiding

Learning Websites

1. Society for Human Resource Management (shrm.org)
2. BLR.com (hrhero.blr.com)
3. TLNT (eremedia.com/tlnt)
4. Fistful of Talent (fistfuloftalent.com)
5. HR Bartender (hrbartender.com)
6. HR Morning (hrmorning.com)
7. Evil HR Lady (<http://www.evilhrlady.org/>)