

GUJARAT TECHNOLOGICAL UNIVERSITY

CIVIL (CONSTRUCTION ENGINEERING AND MANAGEMENT) (14)

HUMAN RESOURCE MANAGEMENT

SUBJECT CODE: 2731404

M.E. 3rd SEMESTER

Type of course: Major elective

Prerequisite: Nil

Rationale: The course is design to provide fundamental knowledge of Human Resource Management.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks						Total Marks
L	T	P		Theory Marks		Practical Marks				
			ESE (E)	PA (M)	ESE (V)		PA (I)			
					ESE	OEP	PA	RP		
4	2#	0	5	70	30	30	0	10	10	150

Content:

Sr. No.	Course Content	Total Hrs	% Weightage
1	Manpower Planning Manpower Planning, Organizing, Staffing, directing and Controlling- Personnel Principles-case studies.	14	25
2	Organization Organization-Span of control-Organization charts-Staffing plan-Development and Operation of Human resources- Managerial Staffing-Recruitment-Selection-Placement, Training and Development.	14	25
3	Human Behavior Introduction to the Field Of Management-basic individual psychology-motivation-job design and performance management-Managing groups at work-self managing work teams-Inter group behavior and conflict in organizations-Leadership-Behavioral aspects of decision-making, and communication for people management.	14	25
4	Management and Development Methods Compensation-Wages and Salary, Employee Benefits, employee appraisal and assessment-Employee services- Safety and Health-Discipline and Discharge-Special human resource problems, Performance appraisal-Employee Hand Book And Personnel Manual-Job descriptions and organization structure and Human relations-Productivity of Human resources.	12	25

Reference Books:

- 1) Personnel Management by Monappa A. and M.S. Saiyadaiu - Tata Mc Graw Hill
- 2) Labour Laws for the Construction Industry in India by Vaid K.N. NICMAR, Bombay.
- 3) Personnel and Industrial Relations - A Management Approach by Miuer J.B. and Miuer M.G. - Mc Millan, New York
- 4) Human Resource Development in Construction Industry by Shah Vinita - NICMAR, Bombay.
- 5) Carleton Counter II and Jill Justice Coulter, "*The Complete Standard Hand Book of Construction Personnel Management* ", Prentice Hall, Inc., New Jersey, 1989.
- 6) Memoria, C.B., "*Personnel Management*", Himalaya Publishing Co., 1992.
- 7) Josy.J Familaro, "*Handbook of Human Resources Administration* ", McGraw Hill International Edition, 1987.
- 8) Justin Gooderl Longenecker, Charles D. Pringle, "*Management* " C.E. Merrill, 1981.
- 9) R.S.Dwivedi, "*Human Relations and Organizational Behaviour* ", B.H - 1987.
- 10) Shamil Naoum, "*People and Organizational Management in Construction*", Thomas Telford,2001
- 11) Stephen Bach & Keith Sissons,"*A Comprehensive Guide to Theory and Practice*", John Wiley & Sons, 2000.
- 12) Andrew Dainty, Martin Loosemore, "Human Resource Management in Construction Projects", Routledge, 2012.

Course Outcome:

1. Emphasis Role of Human Resource Function In Construction Firms.
2. Prepare Man Power Planning.
3. Apply Labour Laws And Industrial Relations.
4. Prepare Organization Charts-Staffing Plan-Development And Operation Of Human Resources.

List of Tutorials:

Tutorials and assignments covering all topics of syllabus.

Review Presentation (RP): The concerned faculty member shall provide the list of peer reviewed Journals and Tier-I and Tier-II Conferences relating to the subject (or relating to the area of thesis for seminar) to the students in the beginning of the semester. The same list will be uploaded on GTU website during the first two weeks of the start of the semester. Every student or a group of students shall critically study 2 papers, integrate the details and make presentation in the last two weeks of the semester. The GTU marks entry portal will allow entry of marks only after uploading of the best 3 presentations. A unique id number will be generated only after uploading the presentations. Thereafter the entry of marks will be allowed. The best 3 presentations of each college will be uploaded on GTU website.