



GUJARAT TECHNOLOGICAL UNIVERSITY

Bachelor of Engineering

Subject Code: 3152209

Human Resource Management

B.E. 5th SEMESTER

Type of course: Under Graduate level

Prerequisite: Zeal to learn the subject

Rationale:

Mining engineers are expected to work during most of their career at top level. They are also expected to deal with workforce and management problems. Every human being is a veritable storehouse of ideas. Healthy and engaged employees make for a stronger, united team. Competitive business environments have compelled the organization to think speedily to innovate and excel for their survival.

Teaching and Examination Scheme:

Teaching Scheme			Credits C	Examination Marks				Total Marks
L	T	P		Theory Marks		Practical Marks		
				ESE (E)	PA (M)	ESE (V)	PA (I)	
3	0	0	3	70	30	0	0	100

Content:

Sr. No.	Topics	Teaching Hrs.	Module Weightage
1.	Introduction to Human Resource Management: Definition and Concept, Features , Objectives, Functions, Scope and Development of Human Resource Management, Importance of Human Resource Management, Human Resource Practices	10	22.2%
2.	Human Resource Management and Personnel Management: Introduction, Concept of Personnel Management, Personnel Management in India, Difference Between Personnel Management and HRM	10	22.2%
3.	Human Resource Planning: Concept of Human Resource Planning (HRP), Factors in HRP, Process of HRP	09	20%
4.	Performance management: process and procedures used in developing reliable and valid standards, criteria, evaluation , work ability	04	9%
5.	Employee Relations: Introduction, Concept of Employee Relations, Managing Discipline, Managing Grievance , Employee Counseling	08	17.8%
6.	Global Human Resource Management & Future Issues: Introduction, Comparison of Domestic and International HRM, Challenges in International HRM	04	9%

Suggested Specification table with Marks (Theory):

Distribution of Theory Marks				
R Level	U Level	A Level	N Level	E Level
08	14	20	14	14



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Legends: R: Remembrance; U: Understanding; A: Application, N: Analyze and E: Evaluate and above Levels (Revised Bloom's Taxonomy)

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table

Reference Books:

1. Ahuja, Jain & Chhabra, Managing people at work, Dhanpat Rai and Sons. Allahabad. 1977.
2. Astin, A.W. Scherrei R.A. Maximising leadership effectiveness. Jossey-Bass Publishers, Londo, 1980.
3. Butterworthsand Tamrehill R.E. , Motivation and management development, 1970.
4. human resource management by biswajeet pattanayak ,2005

Course Outcome:

After learning the course the student will be able to:

1. To develop the understanding of the concept of human resource management and to understand its relevance in organizations
2. To analyze the strategic issues and strategies required to select and develop manpower resources.
3. To integrate the knowledge of HR concepts to take correct business decisions.

Important Note:

INSTRUCTIONAL STRATEGIES:

- CASE ANALYSIS: Case based on human behavior which includes behavior with supervisors, colleagues, subordinates, suppliers etc.
- GROUP DISCUSSION :Decision making for situations such as ; - For achieving goals under constraints of resources like man, material, time, money etc. - For managing subordinates by setting an example of self behavior. - The topic for group discussion should be selected in which, behavior of supervisor adversely affect the situation. For narrating the topic, news, magazines case, video film, narration etc. should be used. The discussion should be primarily on behavioral aspects.
- SEMINARS each student has to represent a seminar for 10 minutes on the topic assigned by teacher. The topics should be relevant to the topic no.

Note : The above instructional strategies are only suggestive. The individual teacher is free to design his own strategies looking to the constraints and resources available at the college.

List of Open Source Software/learning website:

1. www.hr.com
2. https://en.wikipedia.org/wiki/Human_resources