

MBA I
Semester- II
Human Resource Management (HRM)

1. Course Objective:

This is the first introductory course of the functions of HRM

To acquaint students with different subsystems of Human Resource Management and their importance.

The students would also be able to appreciate the importance and applications of industrial relations and different legislations related the same.

2. Course Duration:

The course will have sessions which are divided into five modules. Each module consists of eight sessions of 75 minutes each and carries a weightage of 14 marks.

3. Course content:

Module No.	Modules/Sub-Modules	Sessions	Marks (20% of 70 each)
I	Strategic role of HRM and subsystems: Introduction to Human Resource Management The Strategic Role of Human Resources Management. Job Analysis. HR Planning and Recruiting Employees Testing and Selection	8	14
II	HR subsystems – II Interviewing Candidates Training and Developing Employees Performance Management and Appraisal Managing Career and Fair Treatment	8	14
III	HR subsystems – III Establishing Strategic Pay Plans Pay for Performance and Financial incentives Managing Global Human resources Managing Strategic Organizational Renewal	8	14
IV	Industrial Relations Industrial Relations – Definitions and Main Aspects Trade Union Legislations, Methods of settling Industrial Disputes, Collective Bargaining, Legislations Concerning Settlement of Industrial Disputes	8	14
V	Labour Legislations Factories Act, International Labor Organization Labor Management Cooperation/Workers' Participation in Management, Payment of Wage Legislation Minimum Wage Legislation, Equal Remuneration Legislation	8	14

4. Teaching Methods:

The course will use the following pedagogical tools:

- (a) Case discussion covering a cross section of decision situations.
- (b) Discussions on issues.
- (c) Projects/ Assignments/ Quizzes/ Class participation etc

5. Evaluation:

The evaluation of participants will be on continuous basis comprising of the following elements:

A	Projects/ Assignments/ Quizzes/ Class participation etc	Weightage 10% (Internal Assessment- 10 Marks)
B	Mid-Semester examination	Weightage 20 % (Internal Assessment-20 Marks)
C	End –Semester Examination	Weightage 70% (External Assessment-70 Marks)

6. Basic Textbooks (Latest Edition):

Sr. No.	Author/s	Name of the Book	Publisher	Edition and Year of Publication
T1	Gargy Dessler and Biju Varkkery–	Human Resources Management	Prentice Hall India / Pearson Education – 2003 Indian Reprint	Eleventh Edition (or later)
T2	Chandra, Prasanna (2008)	Human Resource Management	First Indian Print 2004 (or later) Sinha, Sinha and Shekhar – Pearson Education	Second Edition, 2006.
T3	Sinha, Sinha and Shekhar	Industrial Relations, Trade Unions and Labor Legi- slations	Pearson Education, New Delhi	First Indian Print 2004 (or later)
T4	John M. Ivancevich	Human Resource Management	Tata McGraw Hill	Ninth Edition

7. Reference Books:

Sr. No.	Author/s	Name of the Book	Publisher	Edition and Year of Publication
R1	Gomez-Mejia, Balkin and Cardy	Managing Human Resources	Pearson Education	Third Edition
R2	S.C.Srivastava	Industrial Relations & Labor Laws	Vikas Publishing House Pvt Ltd Delhi.	Fourth Revised Edition
R3	P. Jyothi and D. N. Venkatesh	Human Resource Management	Oxford University Press	Latest Edition
R4	C.B.Mamoria & S.V.Gankar	A Text book of Human Resource Management	Himalaya Publishing House Pvt. Ltd	Latest Edition
R5	M. Lall	Human Resource Management	Excel Books	Latest Edition
R6	David Lepak, Many Gowar	Human Resource Management	Pearson	Latest Edition
R7	Fisher, Schoenfeldt, Shaw	Managing Human Resource	Cengage Learning	Latest Edition

R8	Snell, bohlander	Human Resource Management	Cengage Learning	Latest Edition
R9	V. S. P. Rao	Human Resource Management– Text and Cases	Excel Books	Latest Edition
R10	P. Subba Rao	Essential of Human Resource Management and Industrial Relatives; Text, Case and Gamer	Himalaya	Latest Edition
R11	A. M. Sheikh,	Human Resource Development and Management	S. Chand	Latest Edition
R12	S. S. Kharka	Human Resource Management	S. Chand	Latest Edition
R13	R. S. Davar	Personnel Management and Industrial Relations	Vikas	Latest Edition

8. List of Journals/Periodicals/ Magazines/ Newspapers etc.: Human Capital, Indian Journal of Industrial Relations, HRM Review, Indian Journal of Training and Development.

9. Session Plan:

Human Resource Management (HRM)	
Session No.	Topics
1	Introduction to Human Resource Management
2	The Strategic Role of Human Resources Management.
3 - 4	Job Analysis.
5 - 6	HR Planning and Recruiting
7 - 8	Employees Testing and Selection
9 - 10	Interviewing Candidates
11 - 12	Training and Developing Employees
13 - 14	Performance Management and Appraisal
15 - 16	Managing Career and Fair Treatment
17 - 18	Establishing Strategic Pay Plans
19 – 20	Pay for Performance and Financial incentives
21 - 22	Managing Global Human resources
23 - 24	Managing Strategic Organizational Renewal
25	Industrial Relations – Definitions and Main Aspects
26	Trade Union Legislations,
27 - 28	Methods of settling Industrial Disputes, Collective Bargaining,
29 – 30	Legislations Concerning Settlement of Industrial Disputes
31 – 32	Factories Act
33	International Labor Organization
34	Labor Management Cooperation/Workers’ Participation in Management,
35 -36	Payment of Wage Legislation
37	Minimum Wage Legislation
38	Equal Remuneration Legislation
39 – 40	Review and feedback.

The Instructor/s (Faculty Member/s) will be required to guide the students regarding suggested readings from the Text(s) and references in items 6 and 7 mentioned above.