



GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Diploma Engineering

Level: Diploma

**Branch: Chemical Engineering / Plastics Engineering /
Information Technology / Ceramic Technology**

Subject Code: DI04000141

Subject Name: Human Resources Management

w. e. f. Academic Year:	2025-26
Semester:	4 th
Category of the Course:	MOPEC

Prerequisite:	Student should have knowledge regarding basic concepts of management.
Rationale:	Human relation and interpersonal skills are very crucial for effective achievement of changing goals of the organization. They have tremendous level of untapped potential which can be utilized by professional supervisor using human resources management abilities. In changing environment the role of supervisor and people becomes crucial to success. Working conditions may create stress and conflict which could be managed effectively using various tools and techniques related to training, guidance, and counseling, mentoring and coaching. In the present era of globalization, human resource is considered as dynamic asset which in turn contributes for achieving the excellence and delighting the customers.

Course Outcome:

After Completion of the Course, Student will able to:

No	Course Outcomes	RBT Level
01	Interpret importance of human resources and their effective management in organizations.	R,U
02	Forecast and plan human resources needs.	R,U,A
03	Manage employees effectively Follow government regulations.	R,U,A
04	Administer human elements of HRM.	A

**Revised Bloom's Taxonomy (RBT)*

Teaching and Examination Scheme:

Teaching Scheme (in Hours)			Total Credits L+T+ (PR/2)	Assessment Pattern and Marks				Total Marks
L	T	PR		C	Theory		Tutorial / Practical	
			ESE(E)		PA(M)	PA(I)	ESE (V)	
3	0	0	3	70	30	00	00	100



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Course Content:

Unit No.	Content	No. of Hours	% of Weightage
Unit I Introduction	1.1 Need and scope of human resource 1.1 Management in industrial environment. 1.2 1.2 Impact of human factors on 1.3 Productivity and industrial harmony. 1.4 1.3 Qualities of a good supervisor.	05	10
Unit II Human needs	2.1 Importance of human resources in 2.2 Indian philosophy. 2.3 X and Y theory. 2.4 Maslow's hierarchy, its importance in managing human resources.	05	10
Unit III Human relations and values	3.1 Need of human relations and human values in the industry, inter department and intra department. 3.2 Good relations with the suppliers and clients. 3.3 Desirable human values and their importance including ethics and morale values.	05	10
Unit IV Interpersonal Behavior	4.1 Need for interpersonal competence. 4.2 Determinants of interpersonal behavior. 4.3 Concept of interpersonal orientation and attractions and its importance in human behaviour.	05	10
Unit V Group dynamics	5.1 Concept of group dynamics. 5.2 Dynamics of group formation. 5.3 Types of groups. 5.4 Role of group in organization. 5.5 Concept & importance of positive attitude and openness of mind. 5.6 Do's and don'ts for developing positive attitude. 5.7 Importance of mental health.	05	16
Unit VI Leadership Development	4.1 Various definitions of leadership. 4.2 Situational approach to leadership. 4.3 Quality of a good leader. 4.4 Power, influence and compliance. 4.5 Techniques to deal people effectively - Case studies. 4.6 Importance of resource management (human, machine, material, method, money, time, information, etc.) 4.7 Need, importance & types of organizational Training. 4.8 Need and importance of Motivations.	10	24



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	4.9 Supervisor's role as Facilitator & Motivator. 4.10 Need, importance and use of guidance, mentoring, coaching and counseling. 4.11 Importance of problem solving and decision making 4.12 Factors affecting decision making. 4.13 Types and process of decision making. 4.14 Make the decisions for given case/situation- Case studies.		
Unit VII Change and Stress management	5.1 Need for change & Barrier to change. 5.2 Strategies and tool to manage change. (Effective implementation and management of change). - Case studies. 5.3 Trade unions and their objectives. 5.4 Constructive role of trade unions in goal setting, achievement and change management. 5.5 Causes of conflicts and techniques to resolve conflicts - Case studies. 5.6 Concept, Characteristics of stress & Causes of stress. 5.7 Stress measuring techniques. 5.8 Techniques to relieve the stress-Case Study	10	20
	Total	45	100

Suggested Specification Table with Marks (Theory):

Distribution of Theory Marks (in %)					
R Level	U Level	A Level	N Level	E Level	C Level
20	48	32	-----	_____	_____

Where R: Remember; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create (as per Revised Bloom's Taxonomy)

References/Suggested Learning Resources:

(a) Books:

S.No.	Title of Book	Author	Publication with place, year and ISBN
1	Human Resource Management	Biswajeet Pattanayak	Publisher: PHI Learning Pvt. Ltd., 2018 ISBN: 8120349628
2	Human Resource Management	K. Aswathappa	Publisher, Tata McGraw-Hill, 2005 ; ISBN, 0070599300, 9780070599307
3	Human Resource Management	V. S. P. Rao	TAXMANN PUBLISHER 2nd Edition 2020 ISBN :9789390128396



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4	Designing and Managing human resources systems.	Pareek, Udai and Rao T.V.	Oxford and IBH Publishing ; 2015 ISBN 13, 9788120416104 ; Publisher, Oxford
5	Human Resource Management	D.R.Patel, Y.R.Joshi	Atul Prakashan. Edition, 2021

(b) Open-source software and website:

1. www.cipd.co.uk/NR/rdonlyres/29D9D26D.../9781843982654_sc.pdf
2. www.slideshare.net/kumaravinash23/chapter-12-2634971
3. www.mindtools.com
4. www.enotes.com › Health
5. www.facultyfocus.com/...leadership/improve-your-decision-making-skill...
6. www.nap.edu/catalog.php?record_id=13188
7. www.nptel.com
8. National Digital Library of India

Suggested Activities for Students:

1. Assignments
2. Technical Quiz/MCQ Test
3. Name the students with whom you have very good relations. Also list the reasons for
4. that.
5. Name the students with whom you have very bad relations. Also list the reasons for
6. that.
7. List the factors/situations which motivate you.
8. Identify the situations which cause stress to you. Also state reasons for that.
9. Visit institute's canteen, workshop and administration departments and identify the ways how people manage stress during peak hours.
10. Visit nearby hotels, hospitals, malls, workshops, industries and draw the organizational structure followed in these organizations. Also prepare a list of documents that are commonly used by them for effective and smooth working of these organizations.
11. Each student should search the web and prepare biography of one leader from any field and try to identify the leadership traits he/she possesses.
12. Participate in team building exercises

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