



**GUJARAT TECHNOLOGICAL UNIVERSITY**

**Programme: Master of Business Administration**

**Semester: 2**

**Branch: Innovation, Entrepreneurship and Venture Development**

**Subject Name: Managing Human Resources For Startups**

**Subject Code: N2529401**

**Rationale:** After studying this, Students will have clarity on Work Design and Employee Planning, Recruitment, Team Building and KSA, Compliances related to HR. Students will learn basics of HR and various laws mandated by Startup India.

**Course Scheme:**

Teaching Scheme			Credits	Examination Marks				Total Marks
L	T	P		Theory Marks		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 understand the fundamentals of HR and various tools of HR development
CO2	To understand various Employee benefits and its outcome
CO3	To apply HR concepts for development of Startup team
CO4	To analyse concerned Startups related laws

**Course Content:**

Unit No.	Content	No. of Hours	Marks
1	<b>Basics of Human Resource Management</b> Definition, Nature and Characteristics, Work Design, Context of HRM HR Planning, Views on Strategic HRM	10	18
2	<b>Work/Job Creation and Employee development</b> Job Analysis and Design, Recruitment and Selection Orientation, Training and Development	10	18
3	<b>Employee Benefits</b> Performance Appraisal, Remuneration structure and Other benefits <b>Basics on Behavioral Aspects:</b> Overview of Organizational behaviour Personality, Motivation, Attitude, Leadership	12	20
4	<b>Important HR Facets for Startup Team</b> Challenges of HRM and HR Audit Startup Organization Culture and Team Management Draft HR Manual for Startup team Self-Certification Laws for Startups	8	14
<b>Total Hours / Marks:</b>		<b>40</b>	<b>70</b>

**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	U N	AP	AN	EL	CR	
I	Module-1	10	0	8	10	0	0	0	18



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II	Module-2	10	0		6	12	0	0	18
III	Module-3	12	0	8	4	8	0	0	20
IV	Module-4	8	0	0	0	4	4	6	14
	Total	40	0	16	20	24	4	6	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 Progressive Assessment (PA): (50 Marks)**

**Evaluation:**

Students shall be evaluated on the following components:

Internal Evaluation	(Internal Assessment- 50 Marks)
• Presentation on Work Design, Startup HR Planning and Startups Laws etc.	30 marks
• Case study / Quiz	10 marks
• Assignments	10 marks

**Suggested Learning Resources:**

S. No.	Title of Book	Author	Publication with place, year and ISBN
1	Human Resource Management	Uday Kumar Haldar & Juthika Sarkar	Oxford
2	Human Resource Management	Garry Dessler and Biju Varkkey	Pearson Publications
3	Human Resource Management	P. R. N. Sinha, S. P. Shekhar / Indu Bala	CENGAGE Learning
4	International Human Resource Management	P. Subba Rao	Himalaya Publishing House
5	Human Resource Management	Angelo S, Densini, Ricky W. Griffin, Anita Sarkar	CENGAGE Learning