



Human Resource Management Functions & Practices
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[DSE]

Semester: IV	Credits: 3+1	Subject Code: BB42105C	Lectures: 48
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Course Outcomes:

At the end of the course, the learner will be able to,

- Associate to the concepts of Performance Appraisal, Training and Executive Development.
- Identify Concepts of Employee Compensation and other functions of HRM
- Recognize the concept of Strategic Human Resource Management
- Identify the concept of organization development and Organisational Culture

Unit 1: Introduction to HRM Functions- Performance Appraisal, Training and Executive Development	12
<ul style="list-style-type: none">• Introduction to HRM Functions• Performance Appraisal:<ul style="list-style-type: none">○ Concept,○ Purpose,○ Approaches,○ Process, Methods- Traditional and Modern Methods.• Job Changes:<ul style="list-style-type: none">○ Concept○ Promotion,○ Demotion,○ Transfer and○ Separation• Training:<ul style="list-style-type: none">○ Concept, Purpose, Importance,○ Areas○ Process,○ Methods; E-Training• Executive Development:<ul style="list-style-type: none">○ Concept, Objectives,○ Process and methods○ E-Development• Difference between Training and Executive Development <p>Caselets on Performance Appraisal, Training and Executive Development</p>	

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Unit 2: Employee Compensation and Other Functions of HRM	12
<ul style="list-style-type: none"> ● Employee Compensation: <ul style="list-style-type: none"> ○ Concept, Objectives, ○ Employee Compensation Administration, ○ Determinants of Employee Compensation, ○ Methods, ○ Fringe Benefits ● Other Functions of HRM: <ul style="list-style-type: none"> ○ Personnel Research, ○ Human Resource Accounting (HRA) ○ Employee Welfare Benefits ○ Social Security <p>Project report on Fringe Benefits of anyone organization or Caselets on Employee Compensation and other Functions of HRM</p>	

Unit 3: Strategic Human Resource Management Practices	12
<ul style="list-style-type: none"> ● Introduction to HRM Practices ● Ethics in HRM Practices ● Strategic Human Resource Management <ul style="list-style-type: none"> ○ Concept, Role of SHRM ○ Implementation of SHRM ○ Impact of strategic HRM ● Managing Global Human Resource <ul style="list-style-type: none"> ○ Manager's Global Challenge ○ Staffing the Global Organisation ● Case Study on SHRM at Dr Reddy's Lab <p>Role-Plays on Workers Participation in Management or Caselets on WPM</p>	

Unit 4: Organisational Development and Organizational Culture	12
<ul style="list-style-type: none"> ● Organisational Development: <ul style="list-style-type: none"> ○ Concept and Objectives of OD ○ Organisational Development Program, ○ Organizational Development Process ○ Power politics and Ethics in OD ○ Organizational learning organizational Development Interventions. ● Organisational Culture : <ul style="list-style-type: none"> ○ Concept, Importance ○ Factors that shape an organization's culture. <p>Group Discussion/Debate on Organizational Power and Politics or Caselets on</p>	

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Organisational Development Programme and Interventions

12 hours for Library work, practical or field work or research purposes

Recommended Text Books:

- C B Gupta, *Human Resource management* by 2017, 18th edition, Sultan Chand & Sons.
- Gary Dessler, Biju Varkkey, *Human Resource Management*, 15th edition, Pearson.
- *A guide by Michael Armstrong, Strategic Human Resource Management –2008*, 4th edition.

Reference Books:

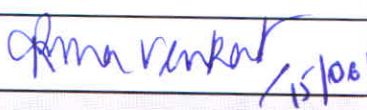
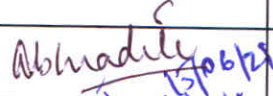
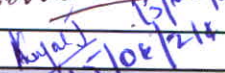

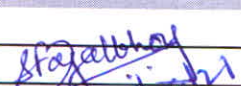
- Aswthappa, *Human Resource Management*, Publisher: TMH, New .Delhi
- Rao, V.S.P, *Human Resource Management-Text & Cases*, by Publisher: Excel Books, New Delhi.
- Ramaswamy, *Managing Human Resources* by E., Publisher: Oxford University Press, New Delhi

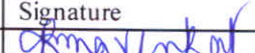
Websites:

- <https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/understandinganddevelopingorganizationalculture.aspx>
- <https://www.hrdconnect.com/2018/06/18/what-is-organisational-development/>

E-Resources:

- <https://nlist.inflibnet.ac.in/>
- <https://search.ebscohost.com/>

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