

**BBA**  
Subject: HUMAN RESOURCE MANAGEMENT  
Title: CASES IN HUMAN RESOURCE MANAGEMENT + PROJECT&VIVA  
[DSE]

<b>Semester: V</b>	<b>Credits: 2+4</b>	<b>Subject Code: BB52206C</b>	<b>Lectures: 48</b>
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**Course Outcomes:**

At the end of this course the learner will be able to:

- Design critical thinking by making judgments related to problems in Case Studies of Human Resource.
- Develop critical thinking for solving Case Studies of Human Resource.
- Construct the theoretical framework into HR practice.
- Appraise the broad fundamental components of HRM.

Introduction to Case Study + Areas of Case Study	2 Credits
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- **CASE STUDY:**
  - Nature of the Case Study Method
  - Objectives of Case Study Method
  - Benefits of Case Study Method
  - Stages in Case Analysis
  - Guidelines (Dos and Don'ts in Case Study Analysis)
  - Attempting case study in examination question paper
- **Areas of Case Study:**
  - **Functions of HRM**
    - Challenges before HRM
    - Role of HR Manager
    - Job Analysis- Job Description, Job Specification, Job Evaluation,
    - Manpower Planning and Forecasting
    - Recruitment and Selection
    - Training and Executive Development,
    - Employee Compensation, Performance Appraisal
    - Induction and Socialization
    - Career Planning
    - Employee Morale
    - Job Satisfaction
    - Workforce Diversity
    - Gender Diversity and Inclusion,
    - International HRM,
    - E-HRM
    - Human Resource Information System
    - Work from Home
    - Change Management
    - Out-Sourcing



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<ul style="list-style-type: none"> <li>○ Rights of an employee at the workplace., HR Policy</li> <li>○ Legal issues related to HR in the Organization,</li> <li>○ Wage &amp; Salary Administration</li> <li>○ Sexual Harassment of Women at Workplace</li> <li>○ Workers Participation in Management</li> <li>○ Employee Engagement</li> <li>○ Organizational Development,</li> <li>○ Employee Record Management,</li> <li>○ Individual Behavior, Group Behavior, Personality,</li> <li>○ Values and Attitude,</li> <li>○ Group Dynamics, Conflict Management</li> <li>● Top Challenges For HR Professionals Coming Out Of Covid-19             <ul style="list-style-type: none"> <li>○ Mental Health and Well being</li> <li>○ Managing Remote Working</li> <li>○ Team Building</li> <li>○ Maintaining Attendance</li> <li>○ Evolving Job Skills</li> <li>○ Digitization of the Processes</li> <li>○ Decreased Budgets</li> </ul> </li> </ul>	
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Project Report (Compulsory)	4 Credits
<ul style="list-style-type: none"> <li>● Report must be Case study based.</li> <li>● Students must research with HR department of any company, to get the findings on their selected topic from above mentioned topics or any topic from HR domain.</li> <li>● No. of minimum compulsory hours research with company should be 30 hours.</li> <li>● A certificate from company certifying the same should attached with the Report.</li> </ul> <p>A project report in word format in a Hard bound to be submitted to college.</p>	

#12 hours for Library work, assignments, practical or field work



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### EVALUATION

- **Project Report Evaluation (Compulsory)**
- For evaluation, there will be a viva voce. Such viva-voce shall be conducted by a referee appointed by the University along with an internal referee.
- **Project Report- 30 marks & Viva-Voce - 20 marks = Total Marks 50**
- **Case Studies Evaluation (Compulsory)**
- The evaluation will be done based on an examination paper comprising of Case studies to solve for a maximum of **50 marks**.

### Recommended Text Books:

- S.K. Bhatia, Case Studies in Business Management, Deep and Deep Publications, New Delhi, 2010
- C.B.Gupta. Human Resource Management, Sultan Chand and sons 2017
- L. M. Prasad ,Human Resource Management , Sultan Chand & Company Ltd. New Delhi
- K. Ashwathappa , Human Resource Management , Tata McGraw Hill New Delhi, 2012

### Recommended Reference Books:

- C. B. Mamoria , Personnel Management C. B. Mamoria Himalaya Publishing House Mumbai
- A.M. Sharma , Personnel & Human Resource Management Himalaya Publishing House Mumbai
- S. S. Khanka ,Human Resource Management , Sultan Chand & Company Ltd. New Delhi
- Gary Dessler, Biju Varkkey, Human Resource Management by, 15<sup>th</sup> edition, Pearson, 2018
- Rao, Human Resource Management-Text & Cases, V.S.P, Publisher: Excel Books, New Delhi, 2014
- Ramaswamy, Managing Human Resources, E., Publisher: Oxford University Press, New Delhi, 2012
- Michael Armstrong, A hand book on Human Resource Management – E-book

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3.	L. M. Prasad ,Human Resource Management ,	Sultan Chand & Company Ltd.	New Delhi	
<b>3</b>	<b>K. Ashwathappa , Human Resource Management ,</b>	<b>Tata McGraw Hill</b>	<b>New Delhi,</b>	<b>2012</b>

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1.	C. B. Mamoria , Personnel Management	C. B. Mamoria Himalaya Publishing House	Mumbai	
2.	A.M. Sharma , Personnel & Human Resource Management	Himalaya Publishing House	Mumbai	
3.	S. S. Khanka ,Human Resource Management ,	Sultan Chand & Company Ltd.	New Delhi	
4.	Gary Dessler, Biju Varkkey, Human Resource Management by,	15 <sup>th</sup> edition, Pearson,	2018	
5.	Rao, Human Resource Management-Text & Cases,	V.S.P, Publisher: Excel Books,	New Delhi,	2014
6.	Ramaswamy, Managing Human Resources, E.,	Publisher: Oxford University Press,	New Delhi,	2012
7.	Michael Armstrong, A hand book on Human Resource Management –	E-book		

**E- Resources**

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

**Websites:**

- [www.w3cschool.com](http://www.w3cschool.com)
- <https://www.forbes.com/sites/forbeshumanresourcescouncil/2021/05/17/top-challenges-for-hr-professionals-coming-out-of-covid-19/?sh=4a111bb323be>
- <https://i-sight.com/resources/16-hr-trends-you-need-to-know-in-2020-according-to-experts/>

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Faculty	Ms. Abhradita Chatterjee Nahvi	<i>Abh.</i>
Subject Expert (Outside SPPU)	Mr. Abhijeet Chavan	<i>Abhijeet</i>
Subject Expert (Outside SPPU)	Dr. Sabiha Fazalbhoj	<i>Sabiha</i>
VC Nominee	Dr. Varsha Deshpande	<i>Varsha</i>
Industry Expert	Mr. Sitesh Thadhani	<i>Sitesh C. Thadhani</i>
Alumni	Ms. Devi Krishna	

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