

Human Resource Management

Semester IV	Subject Code: BC41605	Lectures: 60
--------------------	------------------------------	---------------------

Objectives:
<p>The syllabus aims in equipping students with,</p> <ul style="list-style-type: none"> • The knowledge of the working of the corporate sector. • The applications of Research Methodology, Statistics and Simulations in business world and decision making. • Balanced knowledge of theory as well as practical aspects of the subject . • Knowledge in handling employees and the requirements of a good and responsible manager. • A sense of responsibility and enhance individual talent.

Unit 1: Introduction to HRM and HRP	10
<ul style="list-style-type: none"> • Nature and Scope of HRM, Functions and Objectives, Organisation of HR Department • Nature of HRP, Importance, Factors affecting HRP, Planning Process of HRP • E-HRM- Meaning, Nature, Advantages, Disadvantages • Integrating HR Strategy with Business Strategy • Contemporary Challenges in HRM, Outsourcing, Feminising Work Force, Globalisation 	1

Unit 2: Recruitment and Selection	10
<ul style="list-style-type: none"> • Nature of Recruitment, Importance, Factors Governing Recruitment, Recruitment Process • E-Recruitment, Meaning, Advantages and Disadvantages, Cautions while using E-Recruitment, Methods for E-Recruitment • Nature of Selection, Selection Process, Barriers to Effective Selection, Evaluation of Selection Process, Making Selection Effective, Placement • E-Selection, Meaning, Purpose, Methods, Advantages and Disadvantages 	



Unit 3: Training and Development, Career and Talent Management	10
<ul style="list-style-type: none"> • Nature of Training and Development, Inputs in Training and Development, Competitive Advantage of Training and Development, Training Process, Management Development Programmes • Career Development, Roles for Career Development, Career Development Initiatives, Challenges of Career Development, Career Management Process • Talent Management, Nature, Imperatives for Talent Management, Talent Management Life Cycle, Talent Management Initiatives • E-Learning, Objectives, Need, Requisites for E-Learning, Types, Advantages and Disadvantages 	
Unit 4: Performance Appraisal, Managing Performance and Compensation Management	10
<ul style="list-style-type: none"> • Nature of Performance Appraisal, Objectives of Performance Appraisal, Appraisal Process • Performance Management, Challenges of Performance Appraisal • Compensation Management, Concept, Components, Importance, Factors influencing Employee Compensation, Devising a Compensation Plan, Challenges • E-Compensation 	
Unit 5: Case Studies	08
<ul style="list-style-type: none"> • Introduction to Case study Method of Learning • Recruitment and Selection-1 • Training and Development-1 • Compensation Management-1 • Performance Appraisal-1 	

***Contact hours – 12 hours**



Recommended Text Book:

- 1 *Human Resource Management, Text and Cases*, K. Ashwathappa, McGrawHill, 2015
- 2 *Human Resource Management*, Dr. Anjali Ghanekar, Everest Publishing House, 2008
- 3 *Personnel Management*, C.B. Mamoria and S. V. Gankar, Himalaya Publishing House, 2008
- 4 *Human Resource Strategy, A Behavioral Perspective for the General Manager*, Dreher Dougherty, Tata McGraw Hill Edition, 2005
- 5 *Strategic Human Resource Management*, Rajib Lochan Dhar, Excel Books, 2008

Reference Books:

- 1 Richard Regis, *Strategic Human Resource Management and Development*, Excel Books, 2008
- 2 Dr. Govind Dumbre, Dr. Arun Gaikwad, Dr. D S Borkar, Shivajirao Patil, S L Argade, *Human Resource Management Principles and Functions*, Success Publications, 2015
- 3 Snell Bohlander, Cengage Learning, *Human Resource Management*, 2007
- 4 David A DeCenzo, Stephen P Robbins, *Personnel / Human Resource Management*, Prentice Hall India, 2006
- 5 Dr. Nilanjan Sengupta, Dr. Mousumi S. Bhattacharya, *International Human Resource Management*, Excel Books, 2007

