

HS-203 Human Resource Management

Reading List

Human Resource Management: Concept, definitions, objectives and scope.

Handouts

Printout of slides

Handout 1-3: The Classical theories of Management, The Social System model, The concept of HRM

Span of Management

Case studies

Cynthia Danaher

The misguided missile

Two masters

The Apprentice Marine Engineer

Readings

Ghosh, V., & Tripathi, N. (2018). Cloud computing and e-HRM. In M. Thite (Ed), *e-HRM: Digital Approaches, Directions & Applications* (pp. 106-122). New York: Routledge Publications. (ISBN: 9781138043947)

Budhwar, P. (1996). Developments in Human Resource Management: An Analytical Review of the American and British Models. *Indian Journal of Industrial Relations*, 31(3), 307-329.

Lengnick-Hall, M.L., Lengnick-Hall, C. A., Andrade, L. S., & Drake, B. (2009). Strategic human resource management: The evolution of the field. *Human Resource Management Review*, 19(2), 64-85.

Budhwar, P. S., & Sparrow, P. R. (1998). National Factors Determining Indian and British HRM Practices: An Empirical Study. *Management International Review*, 38, 105-121.

Kopp, R. (1994). International Human Resource Policies and Practices In Japanese, European, and United States Multinationals. *Human Resource Management*, 33, 581-599.

Robinson, P. A. (2003). The embeddedness of Japanese HRM practices: The case of recruiting. *Human Resource Management Review*, 13, 439-465.

Human Resource Planning

Handouts

Handout of slides

Manpower planning

Recruitment

Handout of slides

Selection

Handout of slides

Orientation and Induction

Handout of slides

Employee Training

Handout of slides

Performance Appraisal

Handout of slides

Internal Mobility

Handout of slides

Compensation and Reward System

Handout of slides