|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SDM507** | **HUMAN RESOURCE MANAGEMENT** | | | | |  |  |  |  | | --- | --- | --- | --- | | **L** | **T** | **P** | **C** | | 3 | 0 | 0 | 3 | | |
| Course Prerequisite: |  | | | | | |
| **Objective:** The objective of the paper is to understand the evolution and importance of Human Resource Management | | | | | | |
| **Expected Outcome**: Understanding of Human Resource Management concepts should mould a person to become well rounded HR professional | | | | | | |
| **Unit I** | **PERSPECTIVES IN HUMAN RESOURCE MANAGEMENT** | | | | **Number of hours: 9** | |
| Evolution of human resource management – the importance of the human factor –objectives of human resource management – role of human resource manager – human resource policies – computer applications in human resource management. | | | | | | |
| **Unit II** | **THE CONCEPT OF BEST FIT EMPLOYEE** | | | **Number of hours: 9** | | |
| Importance of human resource planning – forecasting human resource requirement –internal and external sources. Selection process-screening – tests - validation –interview - medical examination – recruitment introduction – importance – practices –socialization benefits. | | | | | | |
| **Unit III** | **TRAINING AND EXECUTIVE DEVELOPMENT** | | | | | **Number of hours: 9** |
| Types of training, methods, purpose, benefits and resistance. Executive development programmes – common practices – benefits – self development – knowledge management. | | | | | | |
| **Unit IV** | **SUSTAINING EMPLOYEE INTEREST** | | **Number of hours: 9** | | | |
| Compensation plan – reward – motivation – theories of motivation – career management– development, mentor – protégé relationships. | | | | | | |
| **Unit V** | **PERFORMANCE EVALUATION AND CONTROL PROCESS** | | | | | **Number of hours: 9** |
| Method of performance evaluation – feedback – industry practices. Promotion, demotion, transfer and separation – implication of job change. The control process – importance – methods – requirement of effective control systems grievances – causes – implications – redressal methods. | | | | | | |
| **TEXT BOOKS:**   * 1. Decenzo and Robbins, Human Resource Management, Wilsey, 6th edition, 2001.   2. Biswajeet Pattanayak, Human Resource Management, Prentice Hall of India,2001.   **REFERENCE BOOKS:**  1. Human Resource Management, Eugence Mckenna and Nic Beach, Pearson  Education Limited, 2002.  2. Dessler Human Resource Management, Pearson Education Limited, 2002.  3. Mamoria C.B. and Mamoria S.Personnel Management, Himalaya Publishing  Company, 1997.  4. Wayne Cascio, Managing Human Resource, McGraw Hill, 1998.  5. Ivancevich, Human Resource Management, McGraw Hill 2002. | | | | | | |
| **Mode of Evaluation:** By Assignment, Seminars and Written Examinations | | | | | | |
| **Recommended by the Board of Studies on** | | 1.4.2011 | | | | |
| **Date of Approval by the Academic Council** | |  | | | | |