

Course Code	Course Name	Credits
ILO8024	Human Resource Management	03

Objectives:

1. To introduce the students with basic concepts, techniques and practices of the human resource management
2. To provide opportunity of learning Human resource management (HRM) processes, related with the functions, and challenges in the emerging perspective of today's organizations
3. To familiarize the students about the latest developments, trends & different aspects of HRM
4. To acquaint the student with the importance of inter-personal & inter-group behavioural skills in an organizational setting required for future stable engineers, leaders and managers

Outcomes: Learner will be able to...

1. Understand the concepts, aspects, techniques and practices of the human resource management.
2. Understand the Human resource management (HRM) processes, functions, changes and challenges in today's emerging organizational perspective.
3. Gain knowledge about the latest developments and trends in HRM.
4. Apply the knowledge of behavioural skills learnt and integrate it with in inter personal and intergroup environment emerging as future stable engineers and managers.

Module	Detailed Contents	Hrs
01	Introduction to HR <ul style="list-style-type: none"> • Human Resource Management- Concept, Scope and Importance, Interdisciplinary Approach Relationship with other Sciences, Competencies of HR Manager, HRM functions • Human resource development (HRD): changing role of HRM – Human resource Planning, Technological change, Restructuring and rightsizing, Empowerment, TQM, Managing ethical issues 	5
02	Organizational Behaviour (OB) <ul style="list-style-type: none"> • Introduction to OB Origin, Nature and Scope of Organizational Behaviour, Relevance to Organizational Effectiveness and Contemporary issues • Personality: Meaning and Determinants of Personality, Personality development, Personality Types, Assessment of Personality Traits for Increasing Self Awareness • Perception: Attitude and Value, Effect of perception on Individual Decision-making, Attitude and Behaviour • Motivation: Theories of Motivation and their Applications for Behavioural Change (Maslow, Herzberg, McGregor); • Group Behaviour and Group Dynamics: Work groups formal and informal groups and stages of group development, Team Effectiveness: High performing teams, Team Roles, cross functional and self-directed team. • Case study 	7
03	Organizational Structure & Design <ul style="list-style-type: none"> • Structure, size, technology, Environment of organization; Organizational Roles & conflicts: Concept of roles; role dynamics; role conflicts and stress. • Leadership: Concepts and skills of leadership, Leadership and managerial roles, Leadership styles and contemporary issues in leadership. • Power and Politics: Sources and uses of power; Politics at workplace, Tactics and strategies. 	6

04	Human resource Planning <ul style="list-style-type: none"> Recruitment and Selection process, Job-enrichment, Empowerment - Job-Satisfaction, employee morale Performance Appraisal Systems: Traditional & modern methods, Performance Counselling, Career Planning Training & Development: Identification of Training Needs, Training Methods 	5
05	Emerging Trends in HR <ul style="list-style-type: none"> Organizational development; Business Process Re-engineering (BPR), BPR as a tool for organizational development , managing processes & transformation in HR. Organizational Change, Culture, Environment Cross Cultural Leadership and Decision Making: Cross Cultural Communication and diversity at work, Causes of diversity, managing diversity with special reference to handicapped, women and ageing people, intra company cultural difference in employee motivation 	6
06	HR & MIS: Need, purpose, objective and role of information system in HR, Applications in HRD in various industries (e.g. manufacturing R&D, Public Transport, Hospitals, Hotels and service industries) Strategic HRM: Role of Strategic HRM in the modern business world, Concept of Strategy, Strategic Management Process, Approaches to Strategic Decision Making; Strategic Intent – Corporate Mission, Vision, Objectives and Goals Labor Laws & Industrial Relations: Evolution of IR, IR issues in organizations, Overview of Labor Laws in India; Industrial Disputes Act, Trade Unions Act, Shops and Establishments Act	10

Internal Assessment for 20 marks:

Consisting Two Compulsory Class Tests

First test based on approximately 40% of contents and second test based on remaining contents (approximately 40% but excluding contents covered in Test I)

End Semester Examination:

Weightage of each module in end semester examination will be proportional to number of respective lecture hours mentioned in the curriculum.

1. Question paper will comprise of total **six questions, each carrying 20 marks**
2. **Question 1** will be **compulsory** and should **cover maximum contents of the curriculum**
3. **Remaining questions will be mixed in nature** (for example if Q.2 has part (a) from module 3 then part (b) will be from any module other than module 3)
4. Only **Four questions need to be solved.**

REFERENCES:

1. Stephen Robbins, Organizational Behavior, 16th Ed, 2013
2. V S P Rao, Human Resource Management, 3rd Ed, 2010, Excel publishing
3. Aswathapa, Human resource management: Text & cases, 6th edition, 2011
4. C. B. Mamoria and S V Gankar, Dynamics of Industrial Relations in India, 15th Ed, 2015, Himalaya Publishing, 15th edition, 2015
5. P. Subba Rao, Essentials of Human Resource management and Industrial relations, 5th Ed, 2013, Himalaya Publishing
6. Laurie Mullins, Management & Organizational Behavior, Latest Ed, 2016, Pearson Publications