



General Sir John Kotelawala Defence University  
Faculty of Engineering  
Common Degree Programme  
**Module Descriptor**

Module Code	MF 4112	Module Title	Human Resource Management and Industrial Relations				
Credits	2	Hours per Semester (Notional)	Lectures	25	Evaluation (%)	EA	70
GPA/NGPA	GPA		Tutorials	-		CA	30
C/E/O	C		Labs	-	Prerequisites/ Co-requisite	-	
Semester	7		Other Learning Activities	10			
			Independent Learning and Assessments	70			
C- Compulsory, E- Elective, O- Optional, GPA- Grade Point Average, EA -End Semester Examination, CA: Continuous Assessment							

### Module Objective

To recognize the dynamic relationship between strategy, people, technology, and the processes that drive organizations

### Learning Outcomes

After the successful completion of this module, the learner should be able to:

- LO1: Acquire a sound knowledge of fundamentals of managing people at work.
- LO2: Recognize a list of applied principles of HRM
- LO3: Describe essential functions of HRM using process perspective.
- LO4: Explain how the legal background applicable for IR
- LO5: Evaluate various approaches of IR contribute to success of organizations
- LO6: Develop capability and potential to apply concepts, principles and techniques relating to IR

Content	Hours			
	L	T	LB	O
<b>Introduction to HRM [LO1]</b> Definitions, Historical Evolution of HRM, Responsibility for Functions of HR	5	-	-	2
<b>Job Design and Job Analysis [LO2]</b> Importance of Job Design, Techniques of Job design, Elements of Job Design Importance and Uses of Job Analysis, Process of Job Analysis, Job Description and Job Specification Preparation	4	-	-	2
<b>Functional Aspects of HRM [LO3]</b> Human Resource Planning, Recruitment, Selection, Hiring, Induction Employee Performance Evaluation & Management Training and Development, and Introduction to Grievance Handling Procedure.	4	-	-	2
<b>Labour Law [LO4]</b> Compensation management and Termination of employment	4	-	-	1
<b>Introduction to Industrial Relations [LO5]</b> Tripartite agreement, Approaches to Industrial Relations, Ethical approach to IR, and Code of Conduct	4	-	-	2
<b>Trade union formation and industrial dispute settlement procedure [LO6]</b> Trade Union, Industrial Disputes, Collective Bargaining, and Joint Consultation	4	-	-	1

<b>Active Hours (AH) = 25 + 10/2 = 30</b>	25	-	-	10
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**Notations:** L-Lecture, T- Tutorial, LB-Practical, O-Other (Specify)\*

<b>Course Assessment / Evaluation</b>					
<b>LO</b>	<b>Per Unit Weight of LO</b>	<b>Lab/Field Assessments Marks</b>	<b>Continuous Assessments (CA) Marks</b>	<b>End Semester Examination (ES) Marks</b>	<b>Total Marks Out of 100</b>
LO1	0.16	-	5 (CA1)	11	16
LO2	0.17	-	5 (CA2)	12	17
LO3	0.18	-	5 (CA3)	13	18
LO4	0.16	-	5 (CA1)	11	16
LO5	0.17	-	5 (CA2)	12	17
LO6	0.16	-	5 (CA3)	11	16
Total Marks		30 Marks		70 Marks	100 Marks

<b>Lab/Field work Details</b>	
LAB1	-

<b>Continuous Assessments (CA) Details</b>	
CA1	In-class test
CA2	Take Home Assignment
CA3	In-class test

### LO-PO Mapping

Learning Outcome	Program Outcome										
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11
LO1						M		H	L	H	
LO2									M		
LO3							M		H		M
LO4		L	L	L			H				
LO5						H				H	M
LO6					M						H
Module						L	L		M	M	M

### Recommended Reading

- [1] Gary, D(2015) Human Resource Management, Prentice Hall of India (Latest edition)
- [2] Opatha, H.H.D.N.P. (2009). Human Resource Management: Personnel, Department of HRM, University of Sri Jayewardenepura, Sri Lanka (Latest edition)
- [3] Armstrong, M. (2006), A HandBook of Personnel Management/ HR Practice, London: Kogan Page Ltd. (Latest Edition)
- [4] Industrial Relations, labour and General Laws (2014)The institute of Company Secretaries of India
- [5] Labour code of Sri Lanka available at:  
[http://www.labourdept.gov.lk/index.php?option=com\\_content&view=article&id=65&Itemid=86&lang=en](http://www.labourdept.gov.lk/index.php?option=com_content&view=article&id=65&Itemid=86&lang=en)