

NMIMS Global Access

School for Continuing Education (NGA-SCE)

Program : PG

Course: Essentials of HRM

Session Plan – JAN 2023 cycle

Faculty: Dr. Hiteshwari Jadeja

Program: PG			Term: I		
Course: Essentials of HRM			Code : RETESSSOFHRMM1		
Teaching Scheme			Evaluation Scheme		
Classroom Session	Practical/ Group work	Tutorials	Credit	Internal Assessment	Term End Examination (TEE)
15		0		30%	70%
Course Rationale: <p>This course deals with the essentials of Human Resource Management in Organisations. It plays crucial roles in creating organisations effective and performing. Starting from hiring to exit of employees, human resource management discharges multidimensional functions that create workplace motivated and organisation unique.</p>					
Course Objectives: <p>This course will enable students to understand the need of building effective human resource policies and develop an understanding of the principles and theoretical foundations of human resource management.</p>					
Learning Outcomes: <p>1. Students should be able to explain and describe human resource management, its scope and relations in the organizations. 2. Students should be able to assess manpower needs and decide selection methods. 3. Students should be able to assess performance management systems, organizational development, training needs and apply HR strategies in the organizations</p>					
Pre-requisite(s): <p>NONE</p>					
Pedagogy: Lecture, Classroom Discussion, Case Study, Class Exercise					
Textbook: <p>1. Human Resource Management, Pravin Durai</p>					
Reference Books:					

<ol style="list-style-type: none"> 1. Human Resource Management, Garry Dessler, Pearson publication 2. Human resource management- P Subba Rao 3. Personnel Management- C.B. Mammoria 4. Personnel/Human Resource Management- DeCenzo and Robbins 5. Gomez- Human Resource Management 6. Human Resource management- Dr. P Jyothi and Dr. D N Venkatesh- Oxford publications 				
Journals: Research papers <ol style="list-style-type: none"> 1. Motivation and personality 2. Personality and leadership 3. Generational differences in work values, outcomes and person-organization values fit 4. Motivation and personality 5. Self-determination theory 6. Perceptions of organizational politics 				
Evaluation Scheme: <ul style="list-style-type: none"> • Internal Assessment 30% • Term-End Exam 70% <p>Total 100%</p>				
Session Plan:				
Session	Topic (including subtopics)	Learning Outcomes	Pedagogical Tool	Textbook Chapters & Readings
1	Introduction to Human Resource Management	To understand the overview of human resource management in the organization	Participative discussion	Ch1
2	Functions, Objectives and Scope of HRM	To understand the personnel functions, policies, importance, and scope of HRM	Participative discussion, Class Exercise	Ch 1
3	Human Resource Planning	To assess manpower planning needs in the organization	Participative discussion, Case Study	Ch 2
4	Job Analysis & Job Design	To understand job analysis techniques and importance in the organization	Participative discussion, Class Exercise	Ch 3

