COURSE MODULE: HUMAN RESOURCE MANAGEMENT

Course Coordinator: **Ms. LAKSHMI M R**				Academic Year: **2024-25**	
Department: **MBA**					
Course Code	Course Title	Core/Elective	Prerequisite	Contact Hours L: T: P	Total Hrs./ Sessions
MBA10	**Human Resource Management**	**Core**	**-**	**4:0:0**	**50**

Course Learning Objective:
1. Recite the theories and various functions of Human Resources Management.
2. Describe and explain the relevance and importance of Human Resources Management at workplace.
3. Apply and solve the workplace problems through Human Resources Management intervention.
4. Compare and contrast different approaches of HRM for solving the complex issues and problems at the workplace.
5. Design and develop an original framework and model in dealing with the problems in the organization.

Teaching-Learning Process (General Instruction):
1. Deliveries of theoretical concepts, models, process etc., through Power Point presentations, chalk and Talk and Video demonstrations.
2. Identify and explain the key theories and functions of Human Resource Management (HRM)
3. Analyze and demonstrate the importance of HRM in enhancing organizational effectiveness
4. Apply HRM principles and interventions to resolve workplace issues
5. Evaluate and compare different HRM approaches and design an original HRM model or framework

Module-1
Introduction to HRM: Introduction, meaning, nature, scope of HRM, Importance and Evolution of the concept of HRM, Major functions of HRM, Principles of HRM. Human Resource Management and Personnel Management, Models of Human Resource Management, HRM in India, The Factors Influencing Human Resource Management, The HR Competencies, Human Resource Management and Firm Performance**.**
TLP: Power Point Presentation, Video demonstration or simulations, Chalk and Talk

Module-2
HR Planning: Importance of HR Planning, Manpower Planning to HR Planning, Factors Affecting HR Planning, Benefits of HR Planning, HRP Process, Tools for Demand Forecasting, Barriers to HR Planning, The Challenges for HR, Process of Job Analysis: Job Description and Job Evaluation.
Recruitment and Selection: Importance of Recruitment, Recruitment Policies, Factors Influencing Recruitment, Recruitment Process, Sources, Evaluation of Recruitment Process, Recruitment Strategy, Future Trends in Recruitment; Selection Process; Types of Selection Tests; Factors Influencing Selections.
Training and Development: Need and Importance of Training and Development, Training Need Analysis and techniques, Design Training Programme, Methods of training, Training evaluation, Executive Development, Concept of Career Development**.**
TLP: Power Point Presentation, Video demonstration or simulations, Chalk and Talk.

Module-3
Compensation and Benefits: Introduction, Definitions, Total Compensation, Total Rewards System, Forms of Pay, External and Internal Factors, Establishing Pay Rates, Employee Benefits. **Performance Management and Appraisal:** Objectives of Performance Management, Performance Management and Performance Appraisal, Common Problems with Performance Appraisals, Performance Management Process, Types of Performance Rating Systems, Future of Performance Management. **Industrial Relations:** Decent Workplace, International Labour Organisation, Industrial Relations, The Objectives of Industrial Relations, Approaches of Industrial Relations Systems, The Actors in Industrial Relations, Indian Context, Industrial Relations and Human Resource Management. **TLP:** Power Point Presentation, Video demonstration or simulations, Chalk and Talk, Case Study analysis
Module-4
Human Resource Management in Small and Medium Enterprises: Introduction to SMEs, The Difference in Adoption of Human Resource Management, SMEs and Large Firms, Indian 03092024 Experience, Impact of Weak Adoption of Human Resource Management in SMEs, **Human Resource Management in the Service Sector:** Introduction, The Emergence of the Services Sector, Implications for Human Resource, Management Function, Differences Between Services Sector and the Manufacturing Sector, Difference in Human Resource Management in Services and Manufacturing Sectors, Human Resource Management and Service Quality Correlation, Trade Unions in Services Sector, Models of Union Strategies. **TLP:** Power Point Presentation, Video demonstration or simulations, Chalk and Talk.
Module-5
Human Resource Management and Innovations: Factors Affecting the Innovation Process in organisations, Current Trends in Human Resource Management, Innovative Human Resource Management Practices in India, Sustainable and innovative Human Resource Management. HR Information Systems: Introduction to HRIS. HRIS in the digital age. **TLP:** Power Point Presentation, Video demonstration or simulations, Chalk and Talk.
Module-6
Future Trends in Human Resource Management: Hybrid work model, Employee Skill Development, Internal mobility, Diversity and inclusion in workforce, People analytics, Employee well-being, Multi-generational workforces and All-in-One HR tools. **Introduction to Human Resource Information System (HRIS):** The Concept of HRIS, The role of IT, Database concepts and applications in HRIS, Steps in implementing an HRIS, Benefits and limitations of HRIS **TLP:** Power Point Presentation, Video demonstration or simulations, Chalk and Talk Video demonstration.
Course Outcomes:
At the end of the course, the student will be able to: CO1 Understand and gain practical experience in the field of Human Resource Concepts, functions and theories. CO2 Acquire conceptual insight of Human Resource and various functions of HR. CO3 Apply personnel, managerial and welfare aspects of HR CO4 Perceive greater understanding about HR practices CO5 Perceive knowledge about the future trends in HRM
Assessment Details (both CIE and SEE)

The weightage of Continuous Internal Evaluation (CIE) is 50% and for Semester End Exam (SEE) is 50%. The minimum passing marks for the CIE is 50% of the maximum marks. Minimum passing marks in SEE is 40% of the maximum marks of SEE. A student shall be deemed to have satisfied the academic requirements (passed) and earned the credits allotted to each course if the student secures not less than 50% in the sum total of the CIE (Continuous Internal Evaluation) and SEE (Semester End Examination) taken together.

Continuous Internal Evaluation:

Continuous Internal Evaluation: There shall be a maximum of 50 CIE Marks. A candidate shall obtain not less than 50% of the maximum marks prescribed for the CIE

1. Two Unit Tests each of **40 Marks (Will be reduced to 25 marks)**

2. Two assignments each of **20 Marks** or **one Skill Development Activity of 40 marks**

to attain the COs and POs

The sum of two tests, two assignments/Skill Development Activities, will be **scaled down to 50 marks**

CIE methods /question paper is designed to attain the different levels of Bloom's taxonomy as per the outcome defined for the course.

Semester End Examination:

The SEE question paper will be set for 100 marks and the marks scored will be proportionately reduced to 50.

*   The question paper will have 8 full questions carrying equal marks.
*   Each full question is for 20 marks with 3 sub questions.
*   Each full question will have sub question covering all the topics.
*   The students will have to answer five full questions; selecting four full questions from

question number one to seven in the pattern of 3, 7 & 10 Marks and question number eight is compulsory

List of Text Books

Text Books:

1. Human Resource Management: Concepts authored by Amitabha Sengupta by Sage Publication India Pvt. Ltd. 2019 edition.
2. Human Resource Management: Theory and Practices authored by R. C. Sharma, Nipun Sharma by Sage Publication India Pvt. Ltd., 2019 edition.
3. Leadership: Theory and Practices authored by Peter G. Northouse by Sage Publication, 2016 edition.
4. Human Resources Management authored by T.P Renuka Murthy by HPH, 2015 edition. 03092024
5. The HR Scorecard: Linking People, Strategy, and Performance by Brian Becker, Dave Ulrich, and Mark A. Huselid by Harvard Business School Press, 2001 edition.
6. The HR Answer Book: An Indispensable Guide for Managers and Human Resources Professionals by Shawn Smith and Rebecca Mazin by AMACOM publishers, 2011 edition.
7. Performance Management and Appraisal Systems HR Tools for Global Competitiveness by T. V. Rao, First edition 2004.
8. Human Resource Management by Appasaba L.V and Kadakol A M by College Book House, 2016 edition.
9. Human Resource Management by V.S.P Rao, 2014 edition.
10. Robert S. Kaplan, David P. Norton, Alignment: Using the Balanced Scorecard to Create Corporate Synergies, Boston (2006)

Weblinks:

links and Video Lectures (e-Resources):

1. https://youtu.be/hHE4ilceiXs
2. https://youtu.be/_d5QMwLC19Y
3. https://youtu.be/uMQMDQI7Hpk
4. https://youtu.be/vXgt9yASs_k
5. https://youtu.be/pqtYQb9nbRk
6. https://youtu.be/e1F3xnF5LKg
7. https://youtu.be/4Kr0VpM14LI

Mapping of COS and POs

	PO1	PO2	PO3	PO4	PO5	PSO 1	PSO 2	PSO 3	PSO 4
CO1	1				2	3			
CO2	1		2				2		
CO3		2		3				2	
CO4	1	2		2					3
CO5		2			2				