

HUMAN RESOURCE MANAGEMENT

Course Code: IME734

Credit:3:0 : 0

Prerequisite: Nil

Contact Hours: 42

Course Coordinator(s): Dr. M Shilpa/Dr. Hemavathy S

Course Content

Unit –I

Introduction to Human Resource Management (HRM): Objectives and Functions of HRM, Evolution of HRM, HRM Models, Human Capital Management.

Human Resource Planning (HRP): Importance of HRP, Factors affecting HRP, HRP Process, Forecasting Techniques.

- Pedagogy / Course Delivery Tools: Chalk & talk, Power Point Presentation, Videos
- Links: Human Resource Management Model: <https://www.youtube.com/watch?v=cwpJ-TQ9w1g>
Human Resources Forecasting and Planning: <https://www.youtube.com/watch?v=R0CpaxE4EYs>

Unit –II

Recruitment: Purpose and Importance of recruitment, Recruitment Process: Recruitment Planning, Strategy development, Sources of human resource, Evaluation and Control of Recruitment process, Alternatives to recruitment.

Selection: Selection Criteria, The Selection Process- Selection test, interviews, reference and background checks, decision, physical examination, job offer, contract. Cost-Benefit analysis for the selection, Barriers to effective selection, Evaluation of Selection Process - Cost per Hire, Time to Hire, Quality of Hire.

- Pedagogy / Course Delivery Tools: Chalk & talk, Power Point Presentation, Videos
- Links: TALENT ACQUISITION: <https://www.youtube.com/watch?v=awuJ2O2SLUs>

Unit –III

Training and Development: Orientation- purpose and process. **Training Process:** Identification of Training needs, Training Evaluation, Skill based training, Training Budget. Executive Development – Different Approaches. Non-executive development – Different methods, Training as a tool for continuous growth of Individual and Organizers.

- Pedagogy / Course Delivery Tools: Chalk & talk, Power Point Presentation, Videos
- Links: TRAINING & DEVELOPMENT in Human Resource Management | Definition | Process | Evaluation: <https://www.youtube.com/watch?v=RQlOmcYdmh4>
Management Development Programme: <https://www.youtube.com/watch?v=598dfBBX3r0>

Unit –IV

Performance Evaluation and Management: Objectives and importance; Appraisal Process – Individual evaluation methods, Multiple-person evaluation methods, Management by Objectives; Potential Problems in Performance Evaluation- Opposition, System design & operating problems, rating problems, eliminating rater errors, avoiding problems with employees. The feedback interview.

- Pedagogy / Course Delivery Tools: Chalk & talk, Power Point Presentation, Videos
- Links: Performance Management and Rewards Systems: <https://www.youtube.com/watch?v=9tP-CKYanal>

Unit –V

Industrial Relations (IR), Disputes and Trade Unions: Nature and Importance of IR; Approaches to IR – Unitary, Pluralistic, Marxist and Human Relations approaches. Parties to IR, IR Strategy, Disputes – Causes, Manifestation and Settlement. Trade Unions- Major Unions in India, Managing Unions.

- Pedagogy / Course Delivery Tools: Chalk & talk, Power Point Presentation, Videos
- Links: Industrial Relations & Trade Unions (Role, types, functions and problems faced): <https://www.youtube.com/watch?v=NHl93Mo7Cv0>

Text Books

1. K Ashwathappa – Human Resource Management, Tata McGraw Hill, 5th Edition, 2005.
2. John M. Ivancevich. Human Resource Management. McGraw Hill Education (India) Pvt. Ltd. 11th Edition. 2016.

References

1. Decenzo and Robbins -Personnel / Human Resource Management, PHI, 2002.
2. CB Matoria -Management of Human Resources, Himalaya Publication House, 2003.

Course outcomes

At the end of the course, student will be able to

1. Understand the internal and external factors that affect the manpower planning in an organization. (PO- 6,9&PSO-1)
2. Apply the right recruitment and selection strategy for a job (PO- 6,10&PSO-1)
3. Design a basic training and development programme for an employee (PO- 6,10&PSO-3)
4. Apply the performance appraisal method depending on the type of organization. (PO- 6,10 & PSO-3)
5. Apply the approaches of Industrial Relations in an organization (PO6, 10 & PSO3)

Course Assessment and Evaluation:

Continuous Internal Evaluation (CIE): 50 Marks		
Assessment Tool	Marks	Course outcomes addressed
Internal test-I	30	CO1,CO2,CO3
Internal test-II	30	CO3,CO4,CO5
Average of the two internal tests shall be taken for 30marks.		
Other components		
Surprise Test	10	CO1,CO2,CO3
Assignment	10	CO1,CO2,CO3,CO4,CO5
Semester End Examination (SEE)	100	CO1,CO2,CO3,CO4,CO5