

MB 201: Human Resource Management

Course Objectives:

- To provide an overview of the principles, theories and practices of human resource management (HRM)
- To provide an overview of the theories and practices of human resource management (HRM)
- To provide students awareness of the linkage between HRM and business strategy.

Unit- I: Introduction:

HRM- Introduction, Importance, Meaning, Definition, Nature and Scope of HRM and HRD, Evolution of HRM, Difference between Personnel Management and HRM, Functions, Objectives of HRM, Policies, Procedures and Practices, Line and Staff Responsibility Factors Influencing HRM, Challenges in Human Resource Management.

Unit -II: Human Resource Planning:

Human Resources Planning, Objectives, Importance, HRP Process, Job Analysis, System Exchange Model, Job Characteristics Model, Job Description, Job Specification, Job Evaluation, Tower Perrin Model of Total Reward, Recruitment, Sources of Recruitment, Selection Process, Placement and Induction, Retention of Employees.

Unit -III: Training and Development:

Training and Development, Objectives and Needs, Training Process, Methods of Training Tools and Aids-Evaluation of Training Programs. Career Planning, Succession Planning. Performance Management, Definition, Concepts and Ethics, Different Methods of Performance Appraisal, Rating Errors, Competency Management.

Unit- IV: Industrial Relations and Industrial Disputes:

Industrial Relations and Industrial Disputes, Basic Principles and Guidelines for Effective Handling of Industrial Disputes and Industrial Relations. Standing Orders, Role and Contents, Collective Bargaining and its Role, Role of Trade Unions, Workers Participation in Management

Unit- V: Contemporary Issues in HRM:

Contemporary Issues in HRM, Diversity Management, Work Life Balance, Talent Management, QWL, HR Issues in Mergers and Acquisitions, Employee Branding, Employer Branding, HR Scorecard, HR Six Sigma.

Suggested Books:

1. Decenzo, "Human Resource Management", 2008, Wiley.
2. Michael Armstrong, "Human Resource Management", 2010, Kogan Page.

3. Mirza S Saiyadain, Human Resource Management, TMH - 2001
4. V.K.Sharma, "Human Resource Management", 2010, Viva Books.
5. Sanghi, "Human Resource Management", 2010, Macmillan.

Course Outcomes :

Upon successful completion of the course, students will be able to:

1. Understand and identify the key issues and challenges relating to HRM processes and practices
2. Acquire a solid theoretical and practical perspective on the key human resource management concepts;
3. Identify the linkages between HRM processes and practices and business strategies, structures and culture;