

# **COURSE: HUMAN RESOURCE MANAGEMENT**

**TERM II: April - July 2011**

**FACULTY: PROF. SNIGDHA PATTNAIK**

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## **COURSE OVERVIEW:**

Nearly everything that is accomplished in our society is done through organizations. Because organizations are comprised of individuals, one of the most important tasks an organization has is to attract, select, motivate, retain, and otherwise optimally utilize these human resources. The field of Human Resource Management (HRM) has evolved to meet these challenges. The purpose of this course is to provide an introduction to HRM.

HRM is primarily concerned with systems for making decisions about the people assets of the organization. The goal of HRM is to contribute to organizational success by such means as increasing the efficiency in the use of resources, maintaining legal compliance, enhancing the motivation and commitment of employees, and providing a strategic competitive advantage.

## **COURSE OBJECTIVE:**

The principal aim of this course is to help you acquire knowledge and a range of skills, which will equip you to understand and deal effectively with HRM-related issues in the workplace. By the end of the course you would have

1. Gained a broad knowledge and understanding of the major current themes and debates in the field.
2. Developed a sound grasp of the theories and concepts underpinning HRM.
3. Understood issues and complexities in the implementation of HRM policies and practices across organisations.

## **COURSE PLAN:**

SESSION	TOPIC
1-2	Human Resource Management (HRM) in Perspective: <ul style="list-style-type: none"><li>• HRM: The Field and It's Environment</li><li>• Strategic HRM</li></ul>
3-4-5	Meeting Human Resource Requirements: <ul style="list-style-type: none"><li>• Human Resource Planning (HRP)</li><li>• Job &amp; Role Analysis</li><li>• Recruitment &amp; Selection</li><li>• On-boarding</li></ul>

6-7	<b>Developing Effectiveness in Human Resources:</b> <ul style="list-style-type: none"> <li>• Learning &amp; Development (T&amp;D)</li> <li>• Performance Management</li> </ul>
8	<b>Managing Employee Growth:</b> <ul style="list-style-type: none"> <li>• Potential Appraisal</li> <li>• Career/Succession Planning</li> <li>• Employee Movements</li> </ul>
9-10	<b>Employee Compensation Management:</b> <ul style="list-style-type: none"> <li>• Establishing Salary Structures</li> <li>• Pay for Performance and Financial Incentives</li> <li>• Employee Benefits and Services</li> </ul>
11	<b>Managing Organizational Context:</b> <ul style="list-style-type: none"> <li>• Understanding and Managing Organizational Culture</li> <li>• Managing the process of Planned change</li> </ul>
12-13	<b>Expanding Human Resource Management Horizons:</b> <ul style="list-style-type: none"> <li>• International HRM</li> <li>• Emerging trends and the changing face of HR</li> </ul>

*(the session plan is tentative and may change as the course progresses)*

### **REQUIRED TEXT:**

The base book for the course is, Dessler, Gary (2008), *Human Resource Management (11<sup>th</sup> edition)*, NJ: Pearson Education. Please read each chapter of the book as it is discussed in the class.

### **ADDITIONAL READING:**

Additional readings/articles will be put up on the course page. The other books mentioned below are for extra reading.

- Human Resource & Personnel Management - K Aswathappa
- Personnel: The Human Problems of Management - G Strauss and LR Sayles
- Dynamics of Personnel Administration - MN Rudrasavaraj
- Personnel Management - A Monappa and MS Saiyaddin
- Designing and Managing Human Resource Systems - Udai Pareek and TV Rao
- Human Resource Management - John M I vancevich
- Personnel Management - CB Mamoria
- Handbook of Human Resource Management - M Armstrong
- Personnel and Human Resource Management - GT Milkovich and JN Boudreau

## EVALUATION

- End Term Exam 50%
- Assignment 20%
- Participation on AIS 10%
- Quizzes 20%

## QUIZZES & ASSIGNMENTS

1. Quizzes: Three quizzes will be held during the term. Each will carry 10% weightage. The marks of the best 2 will be considered for the final grade. No make-up quizzes will be held.
2. Assignment: A detailed note on the assignment will be put up on the course page on AIS, once the course begins.

## ACADEMIC DISHONESTY:

Please note that students involved in academic dishonesty will receive a **ZERO** grade on the particular component in which the infraction occurred.

Academic dishonesty consists of misrepresentation by deception or by other fraudulent means. In an academic setting this may take any number of forms such as copying or use of unauthorized aids in tests, assignments, examinations, term papers, or cases; plagiarism; talking during in-class examinations; submission of work that is not your own without citation; submission of work generated for another course without prior clearance by the instructor of both courses; submission of work generated by another person; aiding and abetting another student's dishonesty; and giving false information for the purpose of gaining credits.

NOTE: I reserve the right to alter any of the above. All change/s will be announced in class, via e-mail or will be updated on the course homepage.