

Course Name: HUMAN RESOURCES MANAGEMENT

TERM II

Credits	3 (Three)
Faculty Name	Prof. Saveeta Mohanty
Program	Ex-MBA - Full Time program
Academic Year and Term	2022-2023 Term II

1. Course Introduction and Objective

The role and contribution of Human Capital in an organization is increasingly being recognized. A realization that people in the organization are one of the most important resources that they have, has led to a greater focus in handling this resource to its fullest potential.

In today's corporate scenario, HR is an integral part of business. With the change in the contribution of Human Resource Management in an organization, there is a need to understand the role of the HR function by each of the stakeholders in the business.

The key objective of this course is to create an awareness of the role Human Resources in an organization by an understanding of the major activities involved in this function.

2. Tentative Course Content

- i. Understanding the Role of HR in an organization
- ii. Evolution of HR
- iii. Role of strategic HR in an organization
- iv. Manpower planning
- v. Talent Acquisition
- vi. Learning and Development
- vii. Performance Management
- viii. Compensation and Benefits

3. Student Key Learning Outcomes

On successfully completing of this course, the following outcomes are likely to emerge-

- **CLO 1** - To be able to understand the role of Human Resource Management in organizations.
- **CLO 2** - To be able to understand the various Human Resource Management activities associated with the function

4. Reading and references

SUGGESTED READING

1. **PERSONNEL** - by GEORGE STRAUSS & LEONARD R SAYLES
2. **HUMAN RESOURCE MANAGEMENT** - by GARY DESSLER & BIJU VARKEY
3. **HUMAN RESOURCE AND PERSONNEL MANAGEMENT** - By K. ASWATHAPPA
4. **HUMAN RESOURCE MANAGEMENT** – by P. Jyothi and D.N. Venkatesh

5. Pedagogy and Students Workload

The following pedagogies will be followed for better learning

- i. Class lectures
- ii. Case discussions
- iii. In-class problem solving or home assignments on case
- iv. Short videos
- v. Group projects in each class students will discuss their learnings from the previous class.

Students will be assigned cases for reading and discussing in the next class. They will work on a project (group initiative) and present in the class.

6. Tentative Session Plan

Session Number	Topics/Activities	Student Learning	Reading/case list etc.
1, 2, 3	Introduction to HRM	Understand what is HR, the evolution of HR, Strategic HR and the use of Technology inHR	Group Discussion Reading from text book
4, 5 6, 7 8	HR Planning, Resourcing and Selection	What is Planning for HR, understanding the need for hiring appropriate talent and the way to select them	Group assignments, discussion, Case study, Class workshop, lecture
9,10, 11, 12, 13	Learning & Development,	Understand what is Learning and Development in an organisation, what is the process of Learning and Development in an organisation and the process of evaluation	Group Discussion, Group exercise, Lecture
14, 15, 16, 17	Performance and Career Management	Understanding the need for career planning	Group Discussion, Group exercise, Lecture

		The HOW, WHEN, WHERE & WHAT of Performance Management	
18 and 19	Compensation and Reward Management		Discussion Exercises Case discussions
20	Summarising	Discussion	

7. Evaluation

<u>COMPONENT</u>	<u>WEIGHTAGE</u>	<u>ASSESSMENT OF COURSE LEARNING</u>
<u>OUTCOME</u>		
Quiz 1	15 %	CLO1
Quiz 2	15%	CLO2
Quiz 3	15%	CLO2
Presentation 1	15 %	CLO2
End Term Exam	40%	

8. Academic Integrity

Keeping learning as the key outcome, students must maintain a rigor which will enable understand the fundamentals of the subject. Learning will be understood through independently or collectively portraying their learnings through case studies, projects or presentations

GOOD LUCK