

HUMAN RESOURCE MANAGEMENT

Sem	Subject Code	Category	Lecture		Theory		Practical	Credits
			Hrs P/W	Hrs P/Sem	Hrs P/W	Hrs P/Sem		
V	21SCC5A	Skill Based Subject -III	3 hrs per week	45	2 hrs per week	45	Nil	2

COURSE OBJECTIVES:

- To enable the students to gain the knowledge with the technical principles to manage the human resources of an organization.
- To provide knowledge on understanding managing human resources in the organizations and to offer exposure on human resources practices in organizations

COURSE OUTCOMES:

On the successful completion of the course students will be to

Co Number	Co Statement	Knowledge Level (K1-K4)
CO1	To understand the conceptual knowledge of HRM	K1, K2
CO2	To understand the HR planning at various levels	K2
CO3	Able to understand the stages of recruitment and selection	K2
CO4	Able to gain a knowledge regarding the importance of training and development	K1
CO5	To apply the concepts of performance appraisal	K3

Knowledge Level: K1-Remember; K2-Understand; K3- Apply; K4-Analyze

MAPPING WITH PROGRAMME OUTCOMES:

COS	PO1	PO2	PO3	PO4	PO5	PO6
CO1	S	M	S	S	S	M
CO2	S	S	M	M	S	S
CO3	S	S	M	S	M	S
CO4	S	M	M	S	M	M
CO5	S	S	M	M	S	S

S-Strong; M-Medium; L-Low

UNIT-I: NATURE AND SCOPE OF HR**9 Hours**

Meaning - Definition and Concepts of HRM – Features – Objectives – Function - Scope and development - Importance of HRM - Difference between HRM and Personnel Management.

UNIT-II: HUMAN RESOURCES PLANNING**9 Hours**

Human Resource Planning - Objectives – Need – Importance of HRP - Concept of Human Resource Planning - Process of Human Resource Planning.

UNIT-III: RECRUITMENT AND SELECTION**9 Hours**

Recruitment - Sources and Process of Recruitment - Selection – Process of Selection – Placement and Induction

UNIT-IV: TRAINING**9 Hours**

Training - Concept and Significance of Training - Training needs - Training methods - Types of Training.

UNIT-V: PERFORMANCE APPRAISAL**9 Hours**

Performance Appraisal – Meaning and Definition - Importance- Limitations- Methods of performance Appraisal.

DISTRIBUTION OF MARKS – THEORY 100%**TEXT BOOKS:**

S.No	Author	Title of the book	Publisher	Year of publication
1.	K. Aswathappa	Human resource and Personnel Management	McGraw-Hill Education(India)Pvt	2017
2	L.M.Prasad	Human Resource Management	Sultan Chand and Sons, New Delhi	2007

REFERENCE BOOKS:

S.No	Author	Title of the book	Publisher	Year of publication
1	C.B.Gupta	Human Resource Management	Sultan Chand and Sons, New Delhi	2000
2	Decenzo DA	Human Resource Management	Johnwiley	2015
3	J. Jayashankar	Human Resource Management	Margham Publication	2015
4	K.Sunder &	Human Resource	Vijay Nicole	

	J.Srinivasan	Management		
5	Gray Dessler	Fundamentals of Human Resource Management	Pearson India	2017
6	Ivancevich	Human Resource Management	MC Grew Hill	2016
7	Appa Rao C	Strategic Human Resource Management	John Wiley	2014
8	Bernardin	Human Resource Management	MC Grew Hill	2013
9	Pareek U	Designing and Managing Human Resource System	Oxford & Ibh	2017
10	Neha Verma	Human Resource Management	JBC press	2017

TEACHING METHODOLOGY:

- Class room teaching
- Discussions
- PPT Presentations
- Chalk & Board
- Seminar
- Blended learning

WEBSITE SOURCES:

- www.wikipedia.com
- www.investopedia.com
- www.cosmos-publicationbooks.com

SYLLABUS DESIGNERS:

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