HUMAN RESOURCE MANAGEMENT

Sem	Subject Code	Category	Lecture		Theory		Practical	Credits
II	21CPCO2A	Core V	6 hrs per week	90	6 hrs per week	90	-	5

COURSE OBJECTIVE:

This course aims to inculcate the knowledge of Human Resource Management, Human Resources planning and various aspect of HRM. Focus is given to the new aspect of HRM called E-HRM.

COURSE OUTCOMES:

On successful completion of the course, the student will be able

CO NUMBER	CO STATEMENT	Knowledge Level (K1-K4)
CO1	To explore the basic concepts of human resource management and Development.	K2
CO2	To know formalize, design and evaluate various recruitment, selection and placement process in an organization.	K3
CO3	To develop extensive knowledge on training, performance appraisal, motivation and morale.	K3
CO4	To develop career planning and development strategies.	K3
CO5	To explore new concepts of HRM relating to stress management, human resource accounting & auditing and knowledge management.	K2

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

MAPPING WITH PROGRAMME OUTCOMES:

Programme/ Course outcomes	PO1	PO2	PO3	PO4	PO5	PO6
CO1	M	M	M	S	M	M
CO2	M	M	M	S	S	M
CO3	M	S	M	S	S	S
CO4	M	M	S	S	S	M
CO5	S	M	M	S	S	S

UNIT – I Introduction 20 Hours

Human Resource Management (HRM) – Meaning – Definition –Objectives – Importance – History of HRM – Nature and Scope of HRM – Functions of HRM – Changing role of HR Manager – Human Resource Development (HRD) – HRD Mechanisms/subsystems – HRD in Indian Industry.

UNIT - II   Recruitment and Selection 20 Hours

Job Analysis – Definition, Uses, Process, and Methods – Job Description and Job Specification - Human Resource Planning – Objectives & Importance of HRP - Process of HRP - Recruitment – Sources of Recruitment – Selection – Steps in the Selection Process – Selection Testing – Selection Interview – Placement and Induction – Transfer and Promotion.

UNIT - III Training and Development 20 Hours

Training - Features – Training Vs Development – Need for Training – Types of Training - Performance & Potential Appraisal – Employees Morale- Measures to improve Morale- Job Satisfaction –Motivation – Types - Theories

UNIT - IV   Career Planning and Career Development 15 Hours

Career Planning – Career Stages – Succession Planning – Need and Objectives of Career Planning – Process – Career Development – Compensation Management – Wage and Salary Administration – Employee Welfare – Health and Safety

UNIT - V Recent Trends in HRM 15 Hours

Recent Trends in HRM – Stress Management - Human Resources Information System - Human Resources Accounting – HRM Research and Audit - Knowledge Management (Only Concepts)

TEACHING METHODOLOGY:

The course is covered by adopting a combination of lecture methods, class presentation by groups of students, Assignments, Seminar by Students and uploading in YouTube, self study sessions and PPT Presentations. Each student is required to do the back ground reading from the specified chapters of the prescribed book before coming to class

TEXT BOOKS:

S.No	Author	Title	Publisher	Year of Publications
1	P. SubbaRao	Personnel and Human Resource Management	Himalaya Publishing Houses	Latest Edition
2	J.Jayasankar	Human Resource Management	Margham Publications	2018
3	Dr.J. Srinivasan and Dr. K. Sundar	Human Resource Management	Vijay Nicole	2017
4.	Aswathappa,	Human Resource and Personnel Management	TataMcGraw Hill, NewDelhi	2015
5.	A.M. Sheikh	Human Resource Development and Management	S. Chand & Co, New Delhi.	2016

REFERENCE BOOKS:

S.No	Author	Title	Publisher	Year
1	Edwin Flippo	Personnel Management	Prentice Hall of India	2002
2	G.R.Basotia	Human Resource Management	Tamil Nadu Book House	2003
3	Kausal Kumar	Human Resource Management	Tamil Nadu Book House	2003
4	Shaun Tyson Ed	Strategic Prospects for HRM	New Delhi	2002
5	KandulaSrinivas R	Strategic Human Resource Development	Prentice Hall New Delhi	2002
6	Sharma	Human Resource Management	Tamil Nadu Book House	2003

WEB SOURCES:

- www.humanresourceedu.org
- www.hrmthread.com
- www.careerride.com

SYLLABUS DESIGNER:

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