

PEOPLE MANAGEMENT

Sem	Subject code	Category	Lecture		Theory		Credit
			Total Hrs	Hrs per week	Total Hrs	Hrs per week	
IV		Elective paper – IV	75	5	75	5	3

COURSE OBJECTIVE:

1. Students can learn more about effective utilization of human resources.
2. To gain an organizational structure and desirable working condition, various monetary and non-monetary rewards, various services and welfare facilities to the people.

COURSE OUTCOMES:

On Successful completion Of the Course the student will be able:

CO Number	CO STATEMENT	Knowledge level (K1-K4)
CO1	To understand the effective utilization of human resources	K1
CO2	To elucidate about personnel Acquisition and Development	K1
CO3	To know and understand by offering various monetary and non- monetary rewards.	K2
CO4	To understand about the Employee Relations, Industrial Relations	K2
CO5	To know the Labour welfare and safety Management	K2

K1 – Remember; K2 – Understand; K3 – Apply; K4 – Analyze

MAPPING WITH PROGRAMME OUTCOMES

COS	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6
CO1	M	S	S	M	S	S
CO2	M	S	S	S	M	S
CO3	S	S	M	S	S	S
CO4	S	S	M	M	S	M
CO5	S	M	S	S	S	S

S – Strong;

M – Medium;

L – Low

Unit- I INTRODUCTION

15 hrs

People Management: Definition, Nature, Scope, Concept, Objectives and Importance, Origin, development and its continuing growth of people management, Factors affecting HR Policy, Difference between People Management and Human Resource Management, Functions – Functions of People Management – Managerial, Operative and General Functions.

Unit- II ACQUISITION AND DEVELOPMENT

15 hrs

Acquisition: Human resource planning including job analysis- Recruitment and selection, induction and orientation. **Development:** performance management including empowerment, career planning, succession planning, human resource development including learning and development.

Unit- III COMPENSATION MANAGEMENT

10 hrs

Compensation Management: Meaning, Concept, Objectives, Components, Forms, Functions, Principles of determination of compensation Incentives, Incentive Schemes for direct and indirect workers. Incentive schemes for employees in service industries.

Unit-IV EMPLOYEE & INDUSTRIAL RELATIONS

20 hrs

Employee relations : Meaning, Pillars of employee relations, Industrial

Relations – Importance, Definition, Scope, Role and Impact on Labour Laws legislation, Grievance handling procedure – Labour management, Co-operation, role of functional manager including personnel & industrial relations manager in promoting & establishing peaceful industrial relations- Trade Union – objectives, functions, New Role of Trade Union in the context of globalization, Collective bargaining – meaning, characteristics, need, importance, process, causes for failure of collective bargaining, Alternatives to collective bargaining, Importance of Employee stock option plans.

Unit-V : LABOUR WELFARE & SAFETY MANAGEMENT 15 hrs

Labour Welfare: Meaning, Definition, Evolution, Scope, Importance, Services, Theories, Funds and Position in India, Safety Management - Concept of Safety, Applicable areas, unsafe actions & Conditions. Responsibility of Safety - Society, Govt., Management, Union & employees. Safety Officer - Appointment, Qualification, Duties of safety officer. Safety Committee - Membership, Functions & Scope of Safety committee. Motivation & Training of employees for safety in Industrial operations.

Employee Separation: resignations, retirements, terminations, death cases, Impact of labour legislation on people management.

TEXT BOOKS:

S.NO	Authors	Title	Publishers	Year of publication
1	C. B. Mamoria	Personnel Management	Himalaya Publishing House	2003
2	L. M. Prasad	Human Resource Management	Sultan Chand & Sons	2007
3	Ashwathappa	Human Resource Management	McGraw-Hill Education (India) Pvt Limited	2010
4	Arun Monppa	Managing Human Resources	Trinity Press Publication	2014
5	Edwin flippo	Personnel Management	McGraw-Hill	1980
6	P. C. Shejwalkar and S. B. Malegaonkar	Personnel Management and Industrial relations	Chaitanya Publishing House, Alahabad	2010
7	LM Prasad	Organisational Behaviour	Sultan Chand and Sons	2007

REFERENCE BOOKS:

S.NO	Authors	Title	Publishers	Year of publication
1	Prof. M.N. Rudrabasa vraj	Dynamic Personnel Administration	Himalaya Publishing House Pvt. Ltd.	2008
2	-	Industrial safety act , bare act	JAIN BOOK AGENCY Group, New Delhi	2002
3	VSP Rao	HRM	Kindle edition	2019

TEACHING METHODOLOGY:

1. Chalk& Talk
2. Lecture
3. Seminar
4. Assignment
5. Chart preparation
6. PPT
7. Group Discussion
8. You tube class
9. Case study
10. Role play

SYLLABUS DESIGNER:

Mrs. A.Kalaiselvi,

Assistant Professor,

Department of Management Studies,

D.K.M College for Women.