

Course Code	Course Title	L	T	P	C
OLMBA506	Human Resource Management	3	1	0	4
Pre-requisite	NIL	Syllabus version			
		1.0			
Course Objectives:					
1. To provide basic knowledge of the concept, nature, scope and functions of Human Resource Management. 2. Providing the student with a comprehensive understanding of Human Resource Management by exploring today's Human Resource (HR) environment including current trends in HRM. 3. Providing current and emerging managers with a deeper insight into their crucial role in the management of people and with an understanding of current best practices in the field of Human Resources. 4. Examine the practices of HR Planning, Job analysis, employee recruitment and selection.					
Course Outcomes:					
1. Demonstrate the ability to utilize the fundamentals of Human Resource Management at an organization. 2. Identify the major functions of HRM and its processes of HR planning, job analysis and design, recruitment, selection, training and development, compensation and performance appraisal. 3. Demonstrate ability to apply HRM process to the organization's for making appropriate decision and taking strategic advantages. 4. Apply good HR practices to attract, develop and retain talent in the organization.					
Module:1	Introduction to Human Resource Management				
Meaning, Definition and Evolution of HRM; Objectives of HRM; Nature and Scope of HRM; Functions of HRM; Role and Competencies of HR Manager; Important Trends in HR Management, Strategic HRM, Strategic Role of HR.					
Module:2	HR Planning, Recruitment and Selection				
Meaning and significance of HR Planning; Importance of HR Planning; Job Analysis- Job description and job specification; Recruitment- Objectives and Sources of Recruitment, Selection- Process of selection, Interview-Types of Selection Interview; Employee Induction/Orientation Program.					
Module:3	Training and Development				
Concept, meaning and definition of Training and Development; Objectives and importance of training; Different types of training methods; Identification of Training needs- Process of training; Management/Executive development Program.					
Module:4	Performance Appraisal & Promotion				
Concept, Meaning and definition of Performance management and performance Appraisal; Objectives of performance appraisal; Uses of Performance Appraisal. Methods of performance appraisal; Performance Management System. Career Management: Different Stages of career; Promotion: Meaning and Definition of promotion, Purpose and Principles of promotion.					
Module:5	Wage and Salary Administration				

Concept, Meaning and Definition of compensation management and wage and salary administration; Methods of determination of pay- Basic factors in determining Pay Rates, Establishing Pay Rates, Competency-Based Pay, Money and Motivation: Insurance benefits, Retirement benefits.			
Module:6	Industrial / Employee Relations		
Meaning of Industrial Relations, Objectives and Importance of Peaceful Industrial Relations, Theoretical Perspectives on Industrial Relations. Reasons for poor IR and Methods for developing sound IR. Industrial Disputes: Meaning causes and Forms of disputes, Methods of settling industrial disputes.			
Module:7	Employee Wellness- Health and safety		
Employee Wellness Program, Best Practices of employee wellness. Concept and meaning of employee health and safety. Health and safety measures. Occupational Security and Safety: Accidents, Workplace Health Hazards: Problems and Remedies.			
	Total Hours		120 Hrs.
Text Book(s)			
1.	Gary Dessler, BijuVarkkey, (2017), Human Resource Management, 14th Edition, Pearson Education.		
2.	Denisi, Griffin, Sarkar (2016), HR - Human Resource Management, Cengage Learning.		
Reference Books			
1.	George W. Bchlander, Scott A. Snell, (2016), Principles of Human Resource Management, 16th edition, Cengage Learning.		
2.	Aswathappa K, (2015), Human Resource Management: Text and Cases, 18 th edition, Tata McGraw-Hill.		
3.	Armstrong Michael, (2015), A Handbook of Human Resource Management, 14th edition, Kogan Page.		
Mode of Evaluation: Quiz/ Assignment/CAT/FAT			
Recommended by Board of Studies		02-11-2023	
Approved by Academic Council		No. 72	Date: 13-12-2023