

S. No.	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
4	MBA-204	Human Resource Management	Core	4	4	0	0	30	70	100

COURSE OUTCOME

At the end of the course the student will be able to: -

CO1	Understand the concept of human resource management and its relevance in organizations.
CO2	Develop insights into HR planning
CO3	Understand different approaches to HR development.
CO4	Appreciate issues related to industrial relations, occupational hazards and workplace safety
CO5	Appreciate the global trends and challenges in HRM.

Detailed Syllabus

UNIT I

Human Resource Management (HRM): Concept, Nature, Scope and Significance; Contemporary functions of the HRM, HR structure and strategy, Global HR Best Practices.

UNIT II

HR Planning: Concept and process, Job Analysis, Job description and job specification, Recruitment, Selection, Induction and Placement, Performance Appraisal, Promotion transfer and demotion, Recruitment methodologies, Case Study Analysis

UNIT III

Human Resource Development: Training and Development, Coaching and Mentoring, Managing Careers, Understanding Performance Appraisal, Talent Management, Global Leadership development, Case Study Analysis

UNIT IV

Building Relationships: Trade Unions, Disciplinary process, Contribution of Human Resource Management Practices to Employee Performance, Collective bargaining; Occupational Health Hazards and diseases; Safety programme; Measures and Statutory provision for industrial health, Case Study Analysis

UNIT V

Emerging Trends and Challenges in HRM: Cross- Cultural and Diversity Management, Quality of work-life, Work-life balance, Human Resource Information System (HRIS), HR accounting and audit, International Employee Benefits, Case Study Analysis

Text Books

S.No	Name of the Suggested Books	Name of Author	Publisher Name	Edition (Pub.Yr.)
1	Human Resource Management	Gary Dessler	Pearson Education	13 th (2020)
2	Training for Development	Lynton R.P. Pareekudai (2011)	Sage publication India pvt. Ltd	3 rd (2011)
3	Human Resource Management	Ashwathapa	Tata McGraw-Hill Education	8 th (2017)

Reference Books

S.No.	Name of the Book	Name of Author	Publisher Name	Edition (Pub.Yr.)
1	Training Instruments in HRD and OD	Udai Pareek	Tata Mac Graw Hill	2 nd (2009)
2	Human Resource management Text and Cases:	Rao VSP (2010)	Excel books	3 rd (2013)