

S. No	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
4	BFSMJ-404	Foundation of HRM	Major	4	4	0	0	40	60	100

COURSE OUTCOMES:

At the end of the course the student will be able to: -	
CO1	Describe the role and significance of HRM in organizational success.
CO2	Examine the process of Recruitment and Selection
CO3	Assess training needs of the employees
CO4	Analyse the compensation and performance management system
CO5	Evaluate the current trends and future challenges in HRM

Detailed Syllabus**Section A**

Unit I: Introduction to HRM: Definition, nature, and scope of HRM, Importance of HRM in organizations, Evolution and Development of HRM, Functions and roles of HR managers, HR planning: objectives, policies, and departmental organization

(10 Hrs)

Unit II: HR Planning and Staffing: Selection: Features, Objectives; Recruitment- Meaning, sources and methods, new approaches to Recruitment- E-Recruitment (Job Portals and LinkedIn hiring); Selection – Concept and Process, Difference between Recruitment and Selection.

(10 Hrs)

Unit III: Training and Development: Concept, Methods and types of Training, Importance of Training and Development, Training Needs identification and Assessment; Development-Concept, Evolution, Methods and Importance Evaluation Training vs development.

(10 Hrs)**Section B**

Unit IV: Compensation and Performance Management: Concept, Objectives and Importance of Performance Appraisal, Process and Methods of Performance Appraisal, 360-degree Feedback system, Compensation: Objectives, classification and factors influencing employee compensation, performance management tools.

(09 Hrs)

Unit V: Current Trends and Future Challenges in HRM: Trends in HRM, Technological Advancements in HRM, Ethical Issues in HRM, Future Directions in HRM Issues, Impact of technology on HR practices, Diversity and inclusion in the workplace, Managing a global workforce.

(09 Hrs)**Textbooks**

S. No.	Name of the Books	Author	Publisher	Edition (Pub. Yr.)
1	Human Resource Management	Gary Dessler	Pearson	16 th (2023)
2	Fundamentals of Human Resource Management	Raymond Noe, John Hollenbeck, Barry Gerhart, and Patrick Wright	McGraw-Hill Education	9 th (2021)

Reference Books

S. No.	Name of the Books	Author	Publisher	Edition (Pub. Yr.)
1	Managing Human Resources	Luis R. Gomez-Mejia, David B. Balkin, and Robert L. Cardy:	Pearson	9 th (2020)