

S. No	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
1	BCMMI-505 (A)	Human Resource Management	Minor	4	4	0	0	40	60	100

Course Outcomes:

At the end of the course the student will be able to: -	
CO1	Explain the relevance of human resource management in organizations.
CO2	Analyze human resource planning to develop selection strategies.
CO3	Apply different approaches to HR for training & development.
CO4	Evaluate performance to formulate compensation strategies.
CO5	Analyze the global trends in HRM.

Detailed Syllabus**Section A**

Unit I: Introduction to Human Resource Management: Nature, Scope, Objectives and Importance of HRM, Evolution of human resource management, Functions of HRM, Role of HR, HRM in dynamic environment.

(10 hrs)

Unit II: Recruitment & Selection: Features, Objectives and Importance of Human Resource Planning, Effective Human Resource Planning, Recruitment- Meaning, sources and methods, Factors governing recruitment, new approaches to Recruitment, Recruitment process, Internal and external recruitment, Selection- Nature and Process.

(10 Hrs)

Unit III: Training & Development: Concept, Nature of training and development, Types and Methods of Training (On the Job Training and Off the Job Training Method), Development- Concept, Importance, Methods, Career planning and development, Role and challenges for career development.

(10 Hrs)**Section B**

Unit IV: Performance Appraisal: Nature, Process, objectives, Performance appraisal and competitive advantage, Problems with performance appraisal. Compensation: Nature, objectives, components and factors influencing employee compensation, Compensation plan and business strategy.

(08 Hrs)

Unit V: Trends in HRM: Digitalization of HRM, Human Resource Information System (HRIS), International HRM, Challenges in IHRM, HR analytics, Auditing HR effectiveness, Employee safety, health and wellbeing.

(10 Hrs)**Textbooks:**

S. No.	Name of the Books	Author	Publisher	Edition (Pub.Yr.)
1	Human Resource Management	K. Aswathappa & Sadhna Dash	MC Graw HILL	10 th (2023)
2	Human Resource Management	Rama Shankar Yadav	Wiley	13 th (2022)

Reference Books:

S. No.	Name of the Books	Author	Publisher	Edition (Pub.Yr.)
1	Human Resource Management	V.S.P Rao	Excel Books	10 th (2010)