Department of B. Com.

Details of Lesson Plan

S.No.	Particulars	Details
1.	Course Name	Human Resource management
2.	Course Code	BCMMI 505 A
3.	Academic Year	2024-25
4.	Semester	5th
5.	Number of Lesson plans	28
6.	Faculty Assigned	Dr. Vibhu johar

Faculty Signature

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Lesson Plan No. 1.1	Course Name: Human Resource Management Topic: Nature, Scope, Objectives and Importance of HRM	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to: a. Understand the nature and scope of HRM. b. Identify the objectives of HRM. c. Recognize the importance of HRM in organizations.
Teaching Aids (if any)	a. Power point Presentation b. Chalk and Talk c. Group discussion
Teaching Development	**1. Introduction (5 minutes)** Ask questions -What do you mean by HRM -What is a difference between HRM and Management -How did it evolve -Why there is a need to understand HRM -Why is it important **2. Development (30 minutes)** a. Briefly introduce HRM and its relevance in today's business environment. b. Discuss the historical context of HRM. c. Define HRM and explain its nature. d. Explore the scope of HRM, including its various functions and responsibilities. e. Detail the primary objectives of HRM: employee satisfaction, productivity, and compliance with labour laws. f. Discuss the importance of HRM in achieving organizational goals and maintaining a competitive advantage. g. HRM in new millennium h. Dynamics of HRM **3. Exercise (5 minutes) –** Divide students into groups and have them discuss the importance of HRM in a specific industry (e.g., tech, healthcare, manufacturing). Each group presents their findings.

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Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Homework
	- To go through the concept of the interconnectedness of HRM with other organizational functions.
	3. Suggested Readings:
	Human resource management by K. Aswathappa & Sadhna Dash
	Human resource management by Rama Shankar Yadav
	https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf
	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Short quiz on the nature, scope, and objectives of HRM.
	Q&A session to address any doubts or questions.
	Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 1.2	Course Name: Human Resource Management Topic: Evolution of HRM	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to: a. Trace the evolution of HRM. b. Understand the key milestones in the development of HRM. c. Recognize the influence of historical events on HRM practices.
Teaching Aids (if any)	a. Power point Presentation b. Case study

Teaching Development	**1. Introduction (5 minutes)**
	Ask questions
	-What were the early practices of personnel management
	-How did HRM evolve
	
	Development (30 minutes)
	1. Discuss the historical milestones in HRM:
	   -Industrial revolution,
	   -Scientific management
	   - Human relations movement
	   - The modern era of HRM.
	2. Highlight the changes in HRM practices over time and the reasons behind these changes.
	3. Explain how economic, social, and technological factors have influenced the development of HRM.
	4. Growth of HRM in India
	   - Early phase
	   - Legal Phase
	   -Welfare Phase
	   - Development Phase
	
	3. Exercise (5 minutes) –
	Students will be asked to create a timeline of HRM evolution with key events and milestones.
	 Discuss in pairs how these historical changes have shaped modern HR practices.

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Homework - To go through the concept of evolution of HRM Spend 5 minutes to wrap up and consolidate the learnings

	Suggested Readings: Human resource management by K. Aswathappa & Sadhna Dash Human resource management by Rama Shankar Yadav https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 1.3	Course Name: Human Resource Management Topic: Functions of HRM (Managerial Functions)	Course No.: BCMM505(A)

Objectives	At the end of the lesson the student shall be able to: a. Understand the managerial functions of HRM. b. Identify the roles and responsibilities involved in managerial HR functions.
Teaching Aids (if any)	a. Power point Presentation b. Case study

Teaching Development	**1. Introduction (5 minutes)**
	Ask questions
	-What are the functions of HR manager
	- Provide real-world examples of how these functions are implemented in organizations.
	
	Development (30 minutes)
	1. Introduce the concept of managerial functions in HRM.
	2. Explain why these functions are critical to HRM.
	3. Discuss the managerial functions
	  - Planning
	  -Organizing
	  -Staffing
	  - Directing
	  -Controlling.
	4. Highlight the role of HR managers in executing these functions effectively.
	  - Administrative role
	  - Operational role
	  - Strategic role
	5. Personnel Policies, Procedures and Programmes
	6. Qualities and Qualification of Personnel manager
	
	3. Exercise (5 minutes) –
	-Case study analysis: Students analyze how an HR manager implements managerial functions in a given scenario.
	-Group discussion on the challenges faced in performing managerial HR functions.

Closure	1. Summarize the Lesson Learning Outcomes and get

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	affirmation from students on these.
	2. Homework
	- To go through the concept of functions of HRM
	Spend 5 minutes to wrap up and consolidate the learnings
	Suggested Readings:
	Human resource management by K. Aswathappa & Sadhna Dash
	Human resource management by Rama Shankar Yadav
	https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf
	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.
	What are the functions of HRM
	What is the role of HR managers in these functions.
	2. Multiple-choice quiz on the managerial functions of HRM.
	3. Short written reflection on the role of HR managers in organizations.
	Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 1.4	Course Name: Human Resource Management Topic: Functions of HRM (Operative Functions)	Course No.: BCMM505(A)

Objectives	At the end of the lesson the student shall be able to: a. Understand the operative functions of HRM. b. Identify the roles and responsibilities involved in operative HR functions.
Teaching Aids (if any)	a. Power point Presentation
Teaching Development	**1. Introduction (5 minutes)** Ask questions -What are the operative functions of HR manager - Provide real-world examples of how these functions are implemented in organizations. **Development (30 minutes)** 1. Discuss the operative functions: 　-Recruitment and selection 　-Training and development 　-Performance appraisal 　- Compensation management 　- Employee relations. 2. Provide examples each operative function. 3. Explain the significance of each function in the overall HRM strategy. **2. Exercise (5 minutes)** -Role-playing: Students act out different operative functions such as conducting an interview or performance appraisal. -Group activity: Design a training and development program for a hypothetical company.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Homework - To go through the concept of functions of HRM 　Spend 5 minutes to wrap up and consolidate the learnings 　Suggested Readings: 　Human resource management by K. Aswathappa & Sadhna Dash 　Human resource management by Rama Shankar Yadav https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf

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	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Multiple-choice quiz on the managerial functions of HRM. 3. Group presentation on a specific operative function. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 1.5	Course Name: Human Resource Management Topic: Role of HR (Traditional HR vs Strategic HR)	Course No.: BCMM505(A)

Objectives	At the end of the lesson the student shall be able to: a. Understand the difference between traditional HR and strategic HR. b. Recognize the evolving role of HR in organizations.
Teaching Aids (if any)	a. Power point Presentation b. Video lecture
Teaching Development	**1. Introduction (5 minutes)** Ask questions -What is traditional HRM and how it is different from strategic HRM - Provide real-world examples on the role of HR manager **2. Development (30 minutes)** a. Discuss the characteristics of traditional HR -Administrative focus -Compliance -Transactional activities. - Explain the concept of strategic HR Alignment with organizational b. Goals - Proactive role -Focus on value creation. c. Compare and contrast traditional HR and strategic HR with examples. **3. Exercise (5 minutes)** - Group discussion on the transition from traditional HR to strategic HR in modern organizations. - Case study analysis of a company that has successfully implemented strategic HR.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Homework - To summarize the key differences between traditional HR and strategic HR. - Spend 5 minutes to wrap up and consolidate the learnings Suggested Readings: Human resource management by K. Aswathappa & Sadhna

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	Human resource management by Rama Shankar Yadav
	https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf
	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Short essay on the benefits of strategic HR over traditional HR. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 1.6	Course Name: Human Resource Management	Course No.: BCMMI 505(A)
	Topic: HRM in a Dynamic Environment	

Objectives	At the end of the lesson the student shall be able to: a. Understand the impact of a dynamic environment on HRM. b. Identify the challenges faced by HR in a changing business environment.
Teaching Aids (if any)	a. Power point Presentation b. Case study

Teaching Development	**1. Introduction (5 minutes)**
	Ask questions
	- Mention the key factors contributing to a dynamic environment (e.g., globalization, technological advancements).
	- What is dynamic environment in HRM.
	Development (30 minutes)
	1. Discuss how a dynamic environment affects HRM practices.
	  - Technological changes
	  - TQM
	  - Re-engineering
	  - HR's role in reengineering process
	2. Explore the challenges faced by HR in a dynamic environment, such as talent management, change management, and diversity.
	  - Economic challenges
	  - Work force diversity
	  - Diversity issues in India
	  - Manging Diversity
	3. Provide examples of how organizations adapt their HR practices to stay relevant.
	3. Exercise (5 minutes) –
	- Group activity: Identify recent trends impacting HRM and discuss their implications.
	- Interactive poll on the most significant challenges faced by HR today.

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Homework
	- To go through the concept of dynamic HRM
	    Spend 5 minutes to wrap up and consolidate the learnings
	    Suggested Readings:
	    Human resource management by K. Aswathappa & Sadhna Dash
	    Human resource management by Rama Shankar Yadav
	
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	NT_HRM_pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Nearpod Quiz factors contributing to a dynamic environment. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 1.7	Course Name: Human Resource Management Topic: Teaching Aid and Interactive Techniques in HRM	Course No.: BCMMI 505(A)

Objectives	At the end of the lesson the student shall be able to: a. Understand the role of teaching aids in HRM education. b. Identify effective interactive techniques for teaching HRM concepts.
Teaching Aids (if any)	a. Power point Presentation
Teaching Development	**1. Introduction (5 minutes)** Ask questions -What is the importance of interactive techniques in enhancing learning outcomes. **Development (30 minutes)** 1. Discuss different types of teaching aids: - Visual - Auditory - kinaesthetic. 2. Explore effective interactive techniques: - Group discussions - Role playing - Case studies - Simulations. 3. Provide examples of how these aids and techniques can be used in teaching HRM concepts. **3. Exercise (5 minutes) –** Group activity: Design a teaching aid for a specific HRM topic. Conduct a role-playing session to illustrate a common HR scenario.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Homework -Recap the importance of teaching aids and interactive techniques in HRM education. - Highlight best practices for using these tools effectively. Suggested Reading - Human resource management by K. Aswathappa & Sadhna Dash - Human resource management by Rama Shankar Yadav

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	https://www.lloydbusinessschool.edu.in/academic-programs/pgdm-hrm/pgdm-hrm-teaching-pedagogy.html Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Nearpod Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 1.8	Course Name: Human Resource Management Topic: skills of HR professional	Course No.: BCM 505(A)

Objectives	At the end of the lesson the student shall be able to: a. Understand the Role of Hr professional b. Recognize how HR professional contributes to organizational success. c. Identify career opportunities and benefits of HR professional
Teaching Aids (if any)	a. Power point Presentation b. Video lecture c. Case study

Teaching Development	1. Introduction (5 minutes)
	Ask questions
	- What do you think are the key responsibilities of an HR professional?
	- Can you name some skills that you believe are crucial for someone working in HR?
	- How do you think technology has impacted the role of HR in organizations?
	- Why do you think soft skills are important for HR professionals?
	- What are some challenges you think HR professionals face in today's work environment?
	- How do you think HR contributes to the overall success of an organization?
	2. Development (30 minutes)
	a. Introduction to HR Professional Skills
	    a. Overview of HR roles
	    b. Importance of HR skills in organizations
	b. Core HR Skills
	    a. Recruitment and Talent Acquisition
	    b. Employee Relations and Engagement
	    c. Performance Management
	    d. Compensation and Benefits
	c. Strategic HR Skills
	    a. Workforce Planning
	    b. HR Analytics and Data-Driven Decision Making
	    c. Organizational Development and Change Management
	    d. Strategic Talent Management
	d. Soft Skills for HR Professionals
	    a. Communication Skills

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	b. Negotiation and Conflict Resolution
	c. Leadership and Team Building
	d. Emotional Intelligence in HR
	e. HR Technology and Tools
	    a. HR Information Systems (HRIS)
	    b. Applicant Tracking Systems (ATS)
	    c. Performance Management Software
	    d. Learning and Development Platforms
	f. Ethics and Compliance in HR
	    a. Legal Knowledge and Compliance
	    b. Handling Confidential Information
	    c. Promoting Diversity, Equity, and Inclusion
	g. Continuous Learning and Professional Development
	    a. Certifications and Courses for HR Professionals
	    b. Networking and Professional Associations
	    c. Staying Updated with HR Trends
	
	3. Exercise (5 minutes)
	-Group Discussion: Divide students into groups and have them discuss how HR professional can impact different industries (e.g., tech, healthcare, retail). Each group presents their findings.

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Homework
	  -Recap the need for HR professional
	
	  - Encourage students to reflect on their own career aspirations and how HRM knowledge might benefit them.
	  Spend 5 minutes to wrap up and consolidate the learnings
	3. Suggested Readings:
	-Human resource management by K. Aswathappa & Sadhna Dash
	  -Human resource management by Rama Shankar Yadav
	
	Spend 5 minutes to wrap up and consolidate the learnings

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Nearpod quiz: A short quiz on the key role of HR professional in HRM, his impact on organizations, and career opportunities.

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	Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 1.9	Course Name: Human Resource Management Topic: Why study HRM	Course No.: BCM 505(A)

Objectives	At the end of the lesson the student shall be able to: a. Understand the significance of studying Human Resource Management (HRM). b. Recognize how HRM contributes to organizational success. c. Identify career opportunities and benefits associated with HRM expertise.
Teaching Aids (if any)	a. Power point Presentation
Teaching Development	**1. Introduction (5 minutes)** Ask questions -Why do we need to study HRM - Why do you think its important **Development (30 minutes)** 1.Discuss how HRM affects various aspects of organizational performance, including employee satisfaction, productivity, and overall business success. 2.Explain the role of HRM in managing talent, driving organizational culture, and ensuring compliance with labor laws. 3. Contribution to Organizational Success: Provide examples of how effective HRM practices contribute to achieving strategic business goals. 4. Career Opportunities: 5. Highlight various career paths available in HRM, including HR manager, recruiter, training and development specialist, and HR consultant. 6.Discuss the skills and qualifications needed for a successful career in HRM. 7. Personal and Professional Growth **3. Exercise (5 minutes) –** **-Group Discussion:** Divide students into groups and have them discuss how HRM can impact different industries (e.g., tech, healthcare, retail). Each group presents their findings.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Homework -Recap the need for HRM - Encourage students to reflect on their own career

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	aspirations and how HRM knowledge might benefit them. Spend 5 minutes to wrap up and consolidate the learnings **3.** Suggested Readings: **-**Human resource management by K. Aswathappa & Sadhna Dash -Human resource management by Rama Shankar Yadav Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Nearpod quiz: A short quiz on the key reasons to study HRM, including the importance of HRM, its impact on organizations, and career opportunities. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 2.1	Course Name: Human Resource Management Topic: Introduction to Human Resource Planning	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to:
	    a. Learn the key elements of effective HRP.
	    b. Understand the steps involved in the HRP
	    c. Recognize the importance of HRP in organizations.

Teaching Aids (if any)	a. Power point Presentation

Teaching Development	**1. Introduction (5 minutes)**
	Ask questions
	- What do you think are the essential elements of HRP?
	- How do you think HRP can be made more effective?
	Development (30 minutes)
	a. Discuss the key elements:
	    -Forecasting
	    - Inventory analysis
	    - Balancing supply and demand.
	b. Explain each step in the HRP process.
	c. Importance
	d. Factors affecting HRP
	e. Benefits of HRP
	f. Types of HRP
	3. Exercise (5 minutes) –
	 - Group discussion on the impact of effective HRP on organizational success
	
	 Case study analysis of a company with effective HRP

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Homework
	 - To go through the concept of the of HRP
	  Spend 5 minutes to wrap up and consolidate the learnings
	  Suggested Readings:
	  Human resource management by K. Aswathappa & Sadhna Dash
	  Human resource management by Rama Shankar Yadav
	
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	https://quixy.com/blog/effective-human-resource-planning-6-steps/ https://www.keka.com/human-resource-planning
Evaluation	Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Short quiz on the features, objectives, and importance of HRP. Q&A session to address any doubts or questions. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 2.2	Course Name: Human Resource Management Topic: Effective Human resource planning	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to:
	   a. Understand the concept of Human Resource Planning (HRP).
	   b. Identify the features and objectives of HRP.
	   c. Recognize the importance of HRP in organizations.

Teaching Aids (if any)	a. Power point Presentation b. Videos on HRP
Teaching Development	**1. Introduction (5 minutes)** Ask questions -What do you think Human Resource Planning is? -Why do you think HRP is important for organizations? **2. Development (30 minutes)** a. Define HRP. b. Discuss c. Features d. Objectives of HRP e. Importance f. Process g. Responsibilities of HRP **h.** Highlight the importance of HRP with examples. **3. Exercise (5 minutes) –** - Group discussion on the impact of effective HRP on organizational success Case study analysis of a company with effective HRP.

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Homework
	- To go through the concept of the of HRP
	   Spend 5 minutes to wrap up and consolidate the learnings
	   Suggested Readings:
	   Human resource management by K. Aswathappa & Sadhna Dash
	   Human resource management by Rama Shankar Yadav

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	https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Short quiz on the features, objectives, and importance of HRP. Q&A session to address any doubts or questions. Written assignment on the steps involved in effective HRP. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 2.3	Course Name: Human Resource Management Topic: Recruitment	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to: a. Understand the concept of Recruitment b. Identify the features and objectives of Recruitment c. Recognize the importance Recruitment
Teaching Aids (if any)	a. Power point Presentation
Teaching Development	**1. Introduction (5 minutes)** Ask questions - What comes to your mind when you hear the word 'recruitment'? -What is recruitment? -Why do you think recruitment is important for organizations? **2. Development (30 minutes)** 1. Define Recruitment 2. Discuss - Features - Objectives of Recruitment -Importance -Process - effective recruitment 3. Highlight the importance of recruitment with examples. **3. Exercise (5 minutes) –** - Brainstorming session on effective recruitment strategies. - Discuss successful recruitment campaigns of well-known companies.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Homework - To go through the concept Spend 5 minutes to wrap up and consolidate the learnings Suggested Readings: Human resource management by K. Aswathappa & Sadhna Dash Human resource management by Rama Shankar Yadav https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf

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	https://www.smartrecruiters.com/resources/glossary/recruitment/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Short quiz on nearpod Q&A session to address any doubts or questions. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 2.4	Course Name: Human Resource Management Topic: Recruiting talent	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to: 　　a. Understand the nature of Recruitment 　　b. Identify various sources of recruitment. 　　c. Understand different methods of recruitment.
Teaching Aids (if any)	a. ICT
Teaching Development	**1.　Introduction (5 minutes)** Ask questions -What are the sources of recruitment -Why do you think recruitment is important for organizations? - How do organizations attract potential candidates? **2.　Development (30 minutes)** 　1. Discuss 　　- Internal and external sources of recruitment 　　- factors governing recruitment 　　- nature of recruitment 　2.　Explain methods 　- Job postin 　-Employee referrals 　-Recruitment agencies 　-Campus recruitment **3.　Exercise (5 minutes) –** 　- Brainstorming session on effective recruitment strategies. 　- Discuss successful recruitment campaigns of well-known Companies. 　- Group activity to identify and present the pros and cons of different recruitment sources. 　- Create a recruitment plan using various methods.
Closure	1.　Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2.　Homework -　　To go through the concept 3. Suggested Readings: 　Human resource management by K. Aswathappa & Sadhna Dash 　Human resource management by Rama Shankar Yadav

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		https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf
		https://in.indeed.com/career-advice/career-development/recruitment-sources Spend 5 minutes to wrap up and consolidate the learnings
Evaluation		Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Short quiz on nearpod Q&A session to address any doubts or questions. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 2.5	Course Name: Human Resource Management Topic: New Approaches to Recruitment - E-Recruitment	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to:
	    a. Understand the concept of Recruitment
	    b Understand the concept of E-Recruitment.
	    c. Explore the use of job portals and LinkedIn for hiring.

Teaching Aids (if any)	a. Power point Presentation

Teaching Development	**1. Introduction (5 minutes)**
	   Ask questions
	    -Have you ever applied for a job online? How was the experience?
	    -Why do you think companies use online platforms for recruitment?
	   2. Development (30 minutes)
	   1. Define E-Recruitment.
	   2.Discuss
	     -Advantages of E recruitment
	    - Challenges of E-Recruitment.
	   3. Demonstrate how to use
	    - job portals a LinkedIn for job searches and recruitment.
	   3. Exercise (5 minutes) –
	     - Brainstorming session on effective recruitment strategies.
	     - Discuss successful recruitment campaigns of well-known Companies.
	     - Group activity to identify and present the pros and cons of E- recruitment
	     - Create a recruitment plan using various methods.

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Homework
	
	 - Recap the key points of E-Recruitment.
	
	 - Encourage students to explore online recruitment platforms.
	
	  3. Suggested Readings:
	    Human resource management by K. Aswathappa & Sadhna

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	https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf
	https://www.peoplehum.com/glossary/e-recruitment
	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	Reflective Questions (What, Why, Who?). Allow students to answer and discuss.
	Short quiz on nearpod
	Q&A session to address any doubts or questions.
	Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 2.6	Course Name: Human Resource Management Topic: New Approaches to Recruitment - E-Recruitment	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to: a. Understand the concept of Recruitment b Understand the concept of E-Recruitment. c. Explore the use of job portals and LinkedIn for hiring.
Teaching Aids (if any)	a. Power point Presentation
Teaching Development	**1. Introduction (5 minutes)** Ask questions -Have you ever applied for a job online? How was the experience? -Why do you think companies use online platforms for recruitment? **2. Development (30 minutes)** 1. Define E-Recruitment. 2.Discuss -Advantages of E recruitment - Challenges of E-Recruitment. 3. Demonstrate how to use - job portals a LinkedIn for job searches and recruitment. **3. Exercise (5 minutes) –** - Brainstorming session on effective recruitment strategies. - Discuss successful recruitment campaigns of well-known Companies. - Group activity to identify and present the pros and cons of E- recruitment - Create a recruitment plan using various methods.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Homework - Recap the key points of E-Recruitment. - Encourage students to explore online recruitment platforms. 3. Suggested Readings: Human resource management by K. Aswathappa & Sadhna

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	https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf
	https://www.peoplehum.com/glossary/e-recruitment
	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	Reflective Questions (What, Why, Who?). Allow students to answer and discuss.
	Short quiz on nearpod
	Q&A session to address any doubts or questions.
	Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 2.7	Course Name: Human Resource Management Topic: Selection	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to:
	    a. Understand the concept of selection
	    b. Identify various sources of recruitment.
	    c. Understand detailed steps involved in the selection process.
	    d. Understand the significance of each step.

Teaching Aids (if any)	a. Power point Presentation

Teaching Development	**1. Introduction (5 minutes)**
	 Ask questions
	 -What is selection
	 -What do you think are the key steps in the selection process?
	 - How can each step impact the overall hiring decision?
	
	 2. Development (30 minutes)
	 a. Define selection
	 b. Purpose of selection
	 c. Process of selection
	    -Initial screening, application review, testing,
	    - interviewing, reference checks, and job offer.
	 d. Highlight the significance of each step with examples.
	 e. Selection in India
	 f. Advantages of selection
	 g. Selection Team
	
	 3. Exercise (5 minutes) –
	
	    - Create a detailed flowchart of the selection process.
	    - Case study analysis of a company's selection process.

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	 2. Homework
	    - To go through the concept
	    Spend 5 minutes to wrap up and consolidate the learnings
	 3. Suggested Readings:
	    Human resource management by K. Aswathappa & Sadhna Dash

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Evaluation	Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Short quiz on Nearpod Q&A session to address any doubts or questions. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 2.8	Course Name: Human Resource Management Topic: Selection and Recruitment	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to: a. Understand the difference between recruitment and selection. b. Learn the roles and significance of each in HRM.
Teaching Aids (if any)	a. ICT
Teaching Development	**1. Introduction (5 minutes)** Ask questions - How would you differentiate recruitment from selection? - Why are both processes essential in HRM? 2. **Development (30 minutes)** a. Define and differentiate recruitment and selection. b. Discuss the roles and importance of both processes. c. Highlight the interrelation between recruitment and selection. d. Methods of selection e. Methods of Recruitment f. Making both effective **3. Exercise (5 minutes) –** **-** Group discussion on the key differences between recruitment and selection. -Comparative analysis of recruitment and selection processes of different companies.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Homework - To go through the concept Spend 5 minutes to wrap up and consolidate the learnings 3. Suggested Readings: Human resource management by K. Aswathappa & Sadhna Dash Human resource management by Rama Shankar Yadav https://www.academia.edu/31368081/E_BOOK_ON_HUMAN_RESOURCE_MANAGEMENT_HRM_pdf https://www.geeksforgeeks.org/difference-between-recruitment-and-

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	selection/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the difference between selection and recruitment Why selection is a negative process Short quiz on google form Q&A session to address any doubts or questions. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 2.9	Course Name: Human Resource Management Topic: Requisites for Human Resource Planning	Course No.: BCMMI 505 A

Objectives	At the end of the lesson the student shall be able to: a. Learn the key elements of effective HRP. b. Understand the steps involved in the HRP c. Recognize the importance of HRP in organizations.
Teaching Aids (if any)	a. ICT

Teaching Development	**1. Introduction (5 minutes)**
	Ask questions
	- What do you think are the essential elements of HRP?
	- How do you think HRP can be made more effective?
	- name few barriers in HRP
	Development (30 minutes)
	a. Discuss the key elements:
	   -Forecasting
	   - Inventory analysis
	   - Balancing supply and demand.
	b. Explain each step in the HRP process.
	c. Importance
	d. Factors affecting HRP
	e. Benefits of HRP
	f. Types of HRP
	g. Main Requirements of HRP
	h. Barriers to HRP
	3. Exercise (5 minutes) –
	 - Group discussion on the impact of effective HRP on organizational success
	
	 Case study analysis of a company with effective HRP

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Homework - To go through the concept of the of HRP Spend 5 minutes to wrap up and consolidate the learnings Suggested Readings: Human resource management by K. Aswathappa & Sadhna Dash Human resource management by Rama Shankar Yadav

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Evaluation	Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is HRP Why is it important Short quiz on the requirements, features, objectives, and importance of HRP. Q&A session to address any doubts or questions. Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 3.1	Course Name: Human Resource Management Topic: Introduction to Training & Development	Course No.: BCMMI-505 (A)

Objectives	At the end of the lesson the student shall be able to: a. At the end of the lesson, students will be able to define the concept of training and development.
Teaching Aids (if any)	a. ICT

Teaching Development	1. **Introduction** (5 minutes)
	  - Ask questions.
	  - What comes to mind when you hear the word 'training?
	  - Can you share any recent training experiences you've had?
	  - How do you think training differs from development?
	
	2. **Development** (30 minutes)
	  a) Definition and Concepts
	  b) Explanation:
	  Training: Define training as the process of enhancing the skills, capabilities, and knowledge of employees for performing a specific job.
	  Development: Define development as a broader concept that focuses on the growth and advancement of an employee over time, which includes skill-building, personal growth, and career progression.
	  c) Examples:
	  Use real-world examples such as:
	  Training: A barista learning to use a new coffee machine.
	  Development: A manager attending leadership workshops to prepare for higher roles.
	  d) Interactive discussion on how these concepts apply in various industries.
	  e) Share examples of companies that invest heavily in both training and development, such as Google and IBM.
	3. Exercise (5 minutes)
	  – Summarize the key takeaways from the lesson.
	  Recap the definitions of training and development.
	  Reinforce the importance of both in achieving organizational goals.

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading Human resource management by K. Aswathappa & Sadhna Dash

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	Human resource management by Rama Shankar Yadav https://www.ibm.com/topics/training-development 3. Homework Research and present a company that is known for its employee training and development programs. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the primary purpose of training? Why is development necessary for long-term career growth? Who benefits most from training and development initiatives? Spend 5 minutes to evaluate student assimilation of the lesson contents

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Model Institute of Engineering
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Lesson Plan

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Lesson Plan No. 3.2	Course Name: Human Resource Management Topic: Nature of Training & Development	Course No.: BCMMI-505 (A)

Objectives	At the end of the lesson the student shall be able to: -Understand the nature and characteristics of training and development. -Explain the scope of training and development in various organizational settings. -Recognize the continuous need for training and development in a dynamic work environment.
Teaching Aids (if any)	a. Video of Facebook data center b. Use of Nearpod tool for online quiz

Teaching Development	1. **Introduction** (5 minutes)
	- Ask questions.
	- What do you think is the scope of training in today's work environment?
	- How has it evolved over time?
	2. **Development** (30 minutes)
	  a) Nature of Training:
	  -Explain that training is structured and organized, aiming to improve specific skills or knowledge required for a particular job. It is often reactive, addressing immediate needs.
	  -Discuss the characteristics of training: it is systematic, time-bound, and often focused on the short-term enhancement of job-related skills.
	  -Use examples from different industries (e.g., manufacturing, IT, healthcare) to illustrate how training programs are designed to meet specific operational needs.
	  b) Nature of Development:
	  -Development, on the other hand, is broader and more strategic. It focuses on the holistic growth of an individual, including personal, professional, and career development.
	  -Discuss how development is proactive, long-term, and often involves enhancing capabilities for future roles or challenges.
	  -Highlight examples such as leadership development programs, mentorship, and executive coaching that focus on preparing individuals for future roles.
	  c) Scope of Training and Development:
	  -Explore the wide-ranging scope of training and development across different sectors. This includes technical skills training, soft skills training, compliance training, leadership development, and more.
	  d) Explain how the scope of training and development has

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	expanded with technological advancements, globalization, and changing workforce demographics. **e)** Discuss the continuous nature of training and development, emphasizing lifelong learning as a key component of professional success. 3. Exercise (5 minutes) – Summarize the key takeaways from the lesson. Engage students in a quick recap by asking them to summarize the key differences between training and development and their respective scopes.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://theintactone.com/2018/12/02/td-u1-topic-1-nature-and-scope-of-training/ 3. Homework Research a company that is recognized for its comprehensive training and development programs. Choose a company from an industry that interests you (e.g., technology, healthcare, finance, manufacturing). Instructions: Identify the Company: Select a company known for its robust training and development initiatives. Analyze the Programs: Explore the nature and scope of the company's training and development programs. Consider the following aspects: Nature of Training: What types of training programs are offered? Are they focused on specific job skills, compliance, safety, or other areas? Nature of Development: What development opportunities are available for employees? Are there programs aimed at leadership development, personal growth, or career advancement? Scope: How extensive are these programs? Do they cater to employees at all levels of the organization? Are they available globally or just in specific regions? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. How does the nature of training and development change with industry or technological advancements? Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 3.3	Course Name: Human Resource Management Topic: Types of Training	Course No.: BCMMI-505 (A)

Objectives	At the end of the lesson the student shall be able to: -Identify and describe various types of training methods. -Understand the differences between on-the-job and off-the-job training. -Evaluate the effectiveness of different training types in specific organizational contexts.
Teaching Aids (if any)	a. Video of Facebook data center b. Use of Nearpod tool for online quiz

Teaching Development	1. **Introduction** (5 minutes)
	 - Ask questions.
	 - Can you share a training experience you've had, either at work, in school, or elsewhere? What method was used, and how effective was it?
	 2. **Development** (30 minutes)
	   a) On-the-Job Training (OJT)
	   -Definition
	   -Methods
	   Job Instruction Training (JITScope of Training and Development: Example: A new employee in a manufacturing plant is shown how to operate a specific machine with detailed instructions and demonstrations.
	   Coaching: Example: A sales manager works closely with a new sales representative, providing real-time feedback and guidance on client interactions.
	   Mentoring: Example: An experienced executive mentor a junior manager, helping them navigate their career path and develop leadership skills.
	   Job Rotation: Example: A finance employee rotates through different roles such as accounting, budgeting, and financial analysis to understand the overall financial operations of the company.
	   Apprenticeships: Example: An electrician apprentice works under the guidance of a licensed electrician while also attending formal training classes on electrical theory and safety.
	   b) Off-the-Job Training (15 minutes)
	   -Definition
	   -Methods
	   Lectures and Seminars: Example: A workshop on leadership skills led by an external consultant.
	   Simulations: Example: A flight simulator used to train pilots in handling various in-flight situations.

	Case Studies: Example: Reviewing a case study of a company's failed marketing campaign to understand strategic planning and execution errors. Role Playing E-Learning Workshops 3. Exercise (5 minutes) – Divide students into pairs or small groups. Ask each group to decide which training method(s) would be most effective for this scenario, considering the nature of the software tool, the employees' current skill levels, and the company's resources.Each group should briefly explain their choice and rationale.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.iedunote.com/methods-of-training 3. Homework Assignment: Training Method Analysis: Ask students to write a 1–2-page report analyzing a specific training method they learned about. They should choose a method and evaluate its effectiveness in a real-world context based on their understanding from the lesson. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. -What are the main differences between on-the-job training and off-the-job training? -Why might a company choose on-the-job training over off-the-job training for certain roles? Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 3.4	Course Name: Human Resource Management Topic: On-the-Job Training Methods	Course No.: BCMMI-505 (A)

Objectives	At the end of the lesson the student shall be able to: a. To provide a detailed understanding of various on-the-job training methods, their applications, advantages, and challenges.
Teaching Aids (if any)	a. ICT
Teaching Development	1. **Introduction** (5 minutes) - Ask questions. - What comes to mind when you hear the word 'training? - Can you share any recent training experiences you've had? - How do you think training differs from development? 2. **Development** (30 minutes) **a)** Job Instruction Training (JIT) Description Process Advantages Disadvantages **b)** Coaching Description Process Advantages Disadvantages **c)** Mentoring Description Process Advantages Disadvantages **d)** Job Rotation Description Process Advantages Disadvantages **e)** Apprenticeships Description Process Advantages Disadvantages 3. Exercise (5 minutes) – Recap the various on-the-job training methods discussed and their application to the scenario.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation

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	from students on these.
	2. Suggested Reading https://www.ibm.com/topics/training-development https://democreator.wondershare.com/training/off-the-job-training.html
	3. Homework Write a 1-page reflection on which on-the-job training you believe would be most effective in the given scenario and why. Include any additional strategies or resources that would enhance the training program. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the primary purpose of training? Why is development necessary for long-term career growth? Who benefits most from training and development initiatives? Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 3.5	Course Name: Human Resource Management Topic: Off-the-Job Training Methods	Course No.: BCMMI-505 (A)

Objectives	At the end of the lesson the student shall be able to:
	  - To provide an in-depth understanding of various off-the-job training methods, including their applications, advantages, and limitations.
	  -How does off-the-job training differ from on-the-job training?

Teaching Aids (if any)	a. Video of Facebook data center b. Use of Nearpod tool for online quiz

Teaching Development	1. **Introduction** (5 minutes)
	   - Ask questions.
	   - Can you share a training experience you've had, either at work, in school, or elsewhere? What method was used, and how effective was it?
	
	2. **Development** (30 minutes)
	   a) Discuss methods such as seminars, workshops, simulations, and e-learning.
	   b) Include examples of companies that excel in off-the-job training.
	   c) Lectures and Seminars
	   Description
	   Process
	   Advantages
	   Disadvantages
	   d) Simulations
	   Description
	   Process
	   Advantages
	   Disadvantages
	   e) Case Studies
	   Description
	   Process
	   Advantages
	   Disadvantages
	   f) Role Playing
	   Description
	   Process
	   Advantages
	   Disadvantages
	   g) E-Learning
	   Description
	   Process
	   Advantages

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	Disadvantages 3. Exercise (5 minutes) – Discuss the key elements of an effective seminar and how the exercise highlighted both strengths and areas for improvement.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.indeed.com/career-advice/starting-new-job/off-the-job-training 3. Homework To practice creating a structured seminar outline. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Why might off-the-job training be more effective for certain skills? -Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 3.6	Course Name: Human Resource Management	Course No.: BCMMI-505 (A)
	Topic: Concept of Development	

Objectives	At the end of the lesson the student shall be able to: -Define the concept of development. -Differentiate between personal, professional, and organizational development. -Understand the importance of continuous development in personal and professional contexts. -Identify examples of development from real-world scenarios.
Teaching Aids (if any)	a. ICT
Teaching Development	1. **Introduction** (5 minutes) - Ask questions. - How do you think development differs when we talk about personal versus professional growth? - In your own words, how would you define 'development'? 2. **Development** (30 minutes) a) Content: -Define "development" broadly as a process of growth, improvement, and progress. -Discuss how development can occur at different levels: individual, professional, and organizational. b) Highlight the importance of continuous development. Discuss how development leads to personal satisfaction, career advancement, and organizational success. 3. Exercise (5 minutes) – Recap the definitions, importance, and types of development discussed in class. Ask students to summarize in their own words what development means and why it is essential.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.valamis.com/hub/employee-development 3. Homework Identify a professional skill or knowledge area that is critical for your future career success (e.g., mastering a new software tool, developing leadership skills, networking). Explain why this skill or knowledge is important for your career.Describe the resources or strategies you will use to develop this skill or knowledge (e.g., attending workshops, seeking

	mentorship, online courses). Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is development? Why is development important in a career context? Who is responsible for ensuring development? -Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 3.7	Course Name: Human Resource Management Topic: Importance of Development	Course No.: BCMMI-505 (A)

Objectives	At the end of the lesson the student shall be able to: -Recognize the significance of development in career progression. Understand the impact of continuous development on long-term career success.
Teaching Aids (if any)	a. ICT

Teaching Development	1. **Introduction** (5 minutes)
	   - Ask questions.
	   - What does the word 'development' mean to you in different contexts (personal, professional, organizational)?
	2. **Development** (30 minutes)
	  a) Content:
	  -Discuss the three main types of development:
	  Personal Development: Self-awareness, goal setting, skill enhancement.
	  Professional Development: Continuous learning, career planning, networking.
	  Organizational Development: Change management, leadership development, employee development.
	  b) Provide real-life examples for each type of development (e.g., personal: learning a new language; professional: attending a workshop; organizational: adopting new technologies).
	  c) Highlight why continuous development is crucial for individual and organizational success.
	  d) Discuss the benefits of development in personal satisfaction, career advancement, and organizational performance.
	3. Exercise (5 minutes)
	  – Recap the definitions, importance, and types of development discussed in class.
	  Ask students to summarize in their own words what development means and why it is essential.

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Suggested Reading
	https://www.valamis.com/hub/employee-development
	
	3. Homework
	  Identify one area in your personal life where you want to develop further.
	  Example prompts: "I want to improve my time management skills," or "I want to become more self-aware."Discuss why this goal is important to you and how you plan to achieve it.

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	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is development? Why is development important in a career context? Who is responsible for ensuring development? -Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 3.8	Course Name: Human Resource Management Topic: Methods of Development	Course No.: BCMMI-505 (A)

Objectives	At the end of the lesson the student shall be able to: -Identify various methods of development in a professional setting. -Differentiate between formal and informal methods of development.
Teaching Aids (if any)	a. ICT
Teaching Development	1. **Introduction** (5 minutes) - Ask questions. What are some ways you have developed personally or professionally in the past year? 2. **Development** (30 minutes) a) Identify and describe various methods of personal, professional, and organizational development. b) Evaluate the effectiveness of different development methods in specific contexts. c) Apply appropriate methods of development to their own goals or within an organizational setting. d) Methods: -Personal Development Methods: Self-study, workshops, mentorship, and goal setting. -Professional Development Methods: Certifications, on-the-job training, networking, coaching, and continuous learning. -Organizational Development Methods: Training programs, leadership development, change management, team-building activities, and employee development plans. 3. Exercise (5 minutes) -Development Methods: List and describe methods you will use to achieve each of your goals. Example: For public speaking: "Enroll in a public speaking course," "Practice speaking in front of a mirror." To list and describe their chosen methods.
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.valamis.com/hub/employee-development-methods 3. Homework Choose one area of personal growth you wish to focus on (e.g.,

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	improving time management, enhancing communication skills, or learning a new hobby). Describe why this goal is important to you and how achieving it will impact your life. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Which development method do you find most effective for your personal growth? Why? How can organizations balance the need for both individual and organizational development? What are some challenges you might face when applying these development methods, and how can you overcome them? -Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 3.9	Course Name: Human Resource Management Topic: Career Planning and Development	Course No.: BCMMI-505 (A)

Objectives	At the end of the lesson the student shall be able to: -Understand the process of career planning and development. -Learn how to set achievable career goals and create a roadmap for success.
Teaching Aids (if any)	a. ICT

Teaching Development	1. **Introduction** (5 minutes)
	- Ask questions.
	   What are some factors that influence your career choices and growth?
	   Define career goals and objectives.
	2. **Development** (30 minutes)
	   a) Definition
	   b) Importance of Career Planning and Development
	   c) Discuss the stages of career planning: self-assessment, goal setting, action planning, and monitoring.
	   d) Explain how to develop a career plan using SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals.
	   e) Provide examples of effective career planning and development.
	   f) Steps in Career Planning
	   g) Key Components of Career Planning
	3. Exercise (5 minutes)
	   -Ask students to draft a simple career plan based on what they have learned.

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Suggested Reading
	   https://www.upwork.com/resources/what-is-career-development
	   https://leverageedu.com/blog/career-planning-and-development/
	
	3. Homework
	   Define and describe your short-term and long-term career goals.
	   Spend 5 minutes to wrap up and consolidate the learnings

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.
	   Which development method do you find most effective for your personal growth? Why?
	   How can organizations balance the need for both individual and organizational development?

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	What are some challenges you might face when applying these development methods, and how can you overcome them? -Spend 5 minutes to evaluate student assimilation of the lesson contents

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Lesson Plan No. 3.10	Course Name: Human Resource Management Topic: Role and Challenges for Career Development	Course No.: BCMMI-505 (A)

Objectives	At the end of the lesson the student shall be able to: -Understand the role of career development in personal and professional growth. -Identify common challenges in career development. -Analyze strategies to overcome these challenges. -Develop practical solutions for addressing career development challenges.
Teaching Aids (if any)	a. ICT

Teaching Development	1. **Introduction** (5 minutes)
	-Ask questions.
	What do you think is the role of career development in achieving long-term success?
	2. **Development** (30 minutes)
	  a) Definition and Importance
	  b) Components
	  c) Roles of Career Development
	    -Personal Growth: Self-awareness, goal setting, and fulfillment.
	    -Professional Advancement: Skill enhancement, career progression, and job satisfaction.
	    -Adaptability: Managing changes in the job market and industry.
	    -Networking: Building professional relationships and seeking mentorship.
	    -Work-Life Balance: Achieving harmony between career and personal life.
	  d) Impact
	  e) Common Challenges in Career Development
	  f) Strategies: Strategies for Overcoming Career Development Challenges
	3. Exercise (5 minutes)
	-Recap the role of career development, common challenges, and strategies for overcoming them.

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.betterup.com/blog/career-development 3. Homework Provide a detailed account of the challenge, including its nature,

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	context, and impact on your career. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What are some common challenges in career development? How can effective career development strategies help overcome these challenges? -Spend 5 minutes to evaluate student assimilation of the lesson contents