

Department of MBA

Details of Lesson Plan

S.No.	Particulars	Details
1.	Course Name	Human Resource Management
2.	Course Code	MBA-204
3.	Academic Year	2024-25
4.	Semester	2nd
5.	Number of Lesson plans	40
6.	Faculty Assigned	Dr.Hemalatha Murugesan


Faculty Signature



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Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

Kot, Bhalwal, Jammu



Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1

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Please Do Not Print Unless Necessary



Lesson Plan No. 1	Course Name: Human Resource Management Topic: Introduction to Human Resource Management	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: a. Understand the concept of Human Resource Management b. Relevance of studying Human Resource Management
Teaching Aids (if any)	a. PPT presentation
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Welcome the participants. - Briefly outline the importance of Human Resource Management in organizational success. - Conduct a quick icebreaker activity to engage participants and encourage interaction. - Ask participants to share their expectations or any prior knowledge about Human Resource Management. - Pose questions: <ul style="list-style-type: none"> - What is Human Resource Management? - Can you name any characteristics of Human Resource Management? - Engage participants in a brief discussion to gather their initial thoughts on the topic. - Introduce the formal definition of Human Resource Management. - Emphasize its significance in achieving organizational goals. 2. Development (30 minutes) <ul style="list-style-type: none"> - Understanding HRM - Define Human Resource Management and its key characteristics. - Discuss the relevance of HRM in the modern business environment. - Purpose and Importance - Highlight the purpose of studying Human Resource Management. - Discuss its importance in employee management, organizational development, and achieving strategic goals. 3. Concepts in HRM (7 minutes) <ul style="list-style-type: none"> - Explore fundamental concepts such as talent acquisition, performance management, and employee engagement. - Provide examples to illustrate each concept. <p style="text-align: center;">Exercise (5 minutes)</p>



	- Think Pair and share
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Human Resource Management by V.S.P Rao https://www.techtargget.com/searchhrsoftware/definition/human-resource-management-HRM Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">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. 2	Course Name: Human Resource Management Topic: Nature of Human Resource Management	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> . Understand the nature and scope of Human Resource Management (HRM). b. Identify the key functions and processes in HRM. c. Explain how HRM is integrated into organizational strategy. d. Analyze the dynamic and evolving nature of HRM in modern organizations.
Teaching Aids (if any)	a. PPT presentation
Teaching Development	<p>1.Introduction (5 minutes)</p> <ul style="list-style-type: none"> - Welcome the students and briefly outline the focus of the lesson. - Pose engaging questions: <ul style="list-style-type: none"> • What do you think the "nature" of HRM refers to? • How do you think HRM contributes to an organization's success? • Can HRM be considered a strategic function? Why or why not? - Initiate a brief discussion based on students' responses, to highlight the evolving role of HRM in today's business world. - Define the nature of HRM as the set of policies, practices, and systems that influence employees' behavior, attitudes, and performance in an organization. <p>2.Development (30 minutes)</p> <p>a) Understanding the Nature of HRM (10 minutes)</p> <ul style="list-style-type: none"> • Human Resource Management as a System: Explain how HRM involves managing human resources through a set of interrelated functions (planning, recruitment, training, development, performance management, compensation, etc.). • Strategic Role of HRM: Discuss how HRM aligns with organizational goals and supports business strategies. <ul style="list-style-type: none"> o Example: How HRM's role in talent acquisition and employee development helps drive innovation and growth in organizations. • People-Centric Nature: Emphasize that HRM is focused on



	<p>people, ensuring their well-being, performance, and alignment with organizational goals.</p> <p>b) Key Characteristics of HRM (10 minutes)</p> <ul style="list-style-type: none">• Continuous Process: HRM is not a one-time function but a continuous process of managing people and developing them throughout their career lifecycle.• Employee-Oriented: It focuses on enhancing employee engagement, job satisfaction, and career development.• Goal-Oriented: HRM's primary goal is to meet the strategic objectives of the organization by ensuring the right people are in the right roles.• Adaptive: HRM adapts to changes in organizational needs, labor markets, and employee expectations.• Integration with Business Strategy: HRM should be integrated with business functions, helping to achieve long-term success by aligning talent strategies with the organization's goals. <p>c) Functions of HRM (10 minutes)</p> <ul style="list-style-type: none">• Discuss key functions such as:<ul style="list-style-type: none">○ Talent Acquisition: Sourcing and hiring the right people.○ Training and Development: Enhancing employee skills and career growth.○ Performance Management: Ensuring employees are performing well and aligned with organizational goals.○ Compensation and Benefits: Designing competitive and fair compensation structures to motivate employees.○ Employee Relations: Ensuring a harmonious work environment and handling conflicts.• Use real-world examples to show how HRM functions impact organizational performance. <p>Exercise (5 minutes)</p> <ul style="list-style-type: none">• Think-Pair-Share:<ul style="list-style-type: none">○ Think about an organization you are familiar with (either from work or as a consumer). What HRM functions do you think are most critical for their success?
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	<ul style="list-style-type: none"> o Pair up with a classmate and discuss your ideas. o Share the key points with the class.
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading Human Resource Management by V.S.P Rao https://www.techtarget.com/searchhrsoftware/definition/human-resource-management-HRM Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<p>Reflective Questions:</p> <ul style="list-style-type: none"> • What are the main characteristics that define HRM as a field? • How does HRM align with an organization's strategic objectives? • In what ways can HRM help create a competitive advantage for an organization? <p>Quiz .</p> <ul style="list-style-type: none"> • Create a short quiz to test students' understanding of HRM's nature, its functions, and its strategic role in organizations. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 3	Course Name: Human Resource Management Topic: Scope and Significance of HRM	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: a) Understand the scope of Human Resource Management (HRM) in contemporary organizations. b) Identify the key areas in which HRM contributes to organizational success. c) Evaluate the significance of HRM in fostering a productive, engaged, and innovative workforce. d) Recognize how HRM practices are aligned with organizational goals to create sustainable success.
Teaching Aids (if any)	a. PPT presentation
Teaching Development	<p>1.Introduction (5 minutes)</p> <ul style="list-style-type: none"> Greet students and introduce the topic by explaining the relevance of HRM in today's business landscape. Engage students with thought-provoking questions: <ul style="list-style-type: none"> "What do you think HRM's role is in modern organizations?" "How does HRM contribute to an organization's ability to stay competitive?" "What are some key areas where HRM can significantly impact an organization's success?" Initiate a brief discussion based on student responses, focusing on HRM's evolving role as a strategic function. Define the scope and significance of HRM as the collection of policies, practices, and systems that guide the management of human resources, ensuring the alignment of workforce capabilities with organizational needs. <p>2. Development (30 minutes)</p> <p>a) Understanding the Scope of HRM (10 minutes)</p> <ul style="list-style-type: none"> Define HRM's scope as the broad range of activities related to managing an organization's human capital. Discuss the various functions and roles HRM covers, including: <ul style="list-style-type: none"> Talent Acquisition Training & Development



	<ul style="list-style-type: none"> ○ Employee Performance Management ○ Compensation and Benefits ○ Employee Engagement and Relations ● Explain how HRM extends beyond administrative functions to shape organizational culture, employee satisfaction, and organizational success. <p>b) Significance of HRM (10 minutes)</p> <ul style="list-style-type: none"> ● Discuss how HRM is pivotal in maintaining a competitive edge by ensuring that organizations attract, develop, and retain talented employees. ● Explain the following key points: <ul style="list-style-type: none"> ○ Strategic Alignment: HRM helps align human capital with organizational strategies. ○ Enhancing Productivity: HRM ensures optimal utilization of human resources by improving employee performance and job satisfaction. ○ Fostering Innovation: A strategic HRM approach nurtures creativity and supports organizational growth through talent management and development. ○ Employee Well-Being: HRM promotes a healthy work environment by addressing employee needs and work-life balance. <p>c) HRM's Impact on Organizational Success (10 minutes)</p> <ul style="list-style-type: none"> ● Discuss how HRM contributes to an organization's success: <ul style="list-style-type: none"> ○ Increased Efficiency: HRM ensures that the right people are in the right roles to maximize productivity. ○ Improved Organizational Culture: HRM supports the development of a positive culture that fosters collaboration, trust, and innovation. ○ Leadership Development: HRM identifies and nurtures leadership potential within the organization, ensuring strong management for future growth. ○ Employee Engagement: Engaged employees are more productive, and HRM's role in enhancing engagement leads to lower turnover rates and higher organizational commitment. ● Provide real-world examples to illustrate how effective HRM leads to organizational success. <p>Exercise (5 minutes)</p> <ul style="list-style-type: none"> ● Think-Pair-Share: <ul style="list-style-type: none"> ○ Think about a company you admire. What HRM functions do you think are most responsible for its success? ○ Pair up with a classmate and discuss your views.
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	<ul style="list-style-type: none"> ○ Share key takeaways from your discussion with the class.
Closure	<ul style="list-style-type: none"> - Summarize the key points covered in the lesson, reiterating the scope and significance of HRM in driving organizational success. - Affirm learning outcomes with the students, ensuring their understanding of the importance of HRM. - Suggested Reading: <ul style="list-style-type: none"> • "Human Resource Management" by V.S.P. Rao • TechTarget HRM Overview • Encourage students to reflect on how HRM influences both employees and the overall organizational performance. • Spend 5 minutes for a wrap-up and to consolidate the students' learning.
Evaluation	<ul style="list-style-type: none"> - Reflective Questions: <ol style="list-style-type: none"> 1. What are the primary responsibilities included in the scope of HRM? 2. Why is HRM considered a strategic function in organizations? 3. How does HRM influence organizational culture and performance? - Quiz: Create a short quiz to assess students' understanding of HRM's scope and its significance in fostering organizational success. <ul style="list-style-type: none"> • The quiz will include questions on key functions, HRM's alignment with organizational goals, and its impact on organizational culture. • Allow 5 minutes to evaluate student responses and assess their comprehension of the lesson.



Lesson Plan No. 3	Course Name: Human Resource Management Topic: Functions of Human Resource Management	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the functions of Human Resource Management articulate different aspects of Human Resource Management
Teaching Aids (if any)	<ol style="list-style-type: none"> PPT Presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions - Explain the role of HRM in workforce planning, recruitment, and selection. - Discuss the importance of hiring the right people to achieve organizational objectives. - Provide examples of effective staffing strategies. Development (30 minutes) <ul style="list-style-type: none"> - Explain the role of HRM in workforce planning, recruitment, and selection. - Discuss the importance of hiring the right people to achieve organizational objectives. - Provide examples of effective staffing strategies. - Discuss how HRM contributes to the development of employees' skills and competencies. - Explain the importance of continuous learning and development in the workplace. - Give examples of successful training and development programs. - Video link on functions of Human Resource Management https://www.youtube.com/watch?v=0Z6FI873fSQ Activity: Think pair share (5 minutes) Give them 2 minutes to think individually, then 3 minutes to discuss and share their thoughts with their partner. Finally, facilitate a brief class discussion with some pairs sharing their insights.
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading Human Resource Management: Gaining a Competitive Advantage" by Raymond A. Noe, John R. Hollenbeck, Barry Gerhart, and Patrick M. Wright https://www.managementstudyguide.com/human-resource-management-best-practices-in-contemporary-organizations.htm <p>Spend 5 minutes to wrap up and consolidate the learnings</p>



Evaluation	<p>1. Reflective Questions</p> <ul style="list-style-type: none">a) How does HRM contribute to the development of employees' skills and competencies?b) What makes a successful training and development program?c) Why is it important to align HRM practices with the overall goals of the organization? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
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Lesson Plan No. 5	Course Name: Human Resource Management Topic: Global HR best practises	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: a) Understand the concept of global HR and its importance in multinational organizations. b) Identify key global HR best practices that enhance organizational success. c) Analyze the role of cultural, economic, and legal differences in shaping HR practices across borders. d) Evaluate how HR best practices can be adapted to suit diverse global environments.
Teaching Aids (if any)	a. PPT Presentation b. Case Studies/Real-world examples of global HR practices
Teaching Development	<p>1. Introduction (5 minutes)</p> <ul style="list-style-type: none"> Greet the students and introduce the topic of global HR best practices, emphasizing the growing importance of HR in a globalized world. Engage students with the following questions: <ul style="list-style-type: none"> "Why do you think HR practices differ across countries?" "How can global HR practices help organizations succeed internationally?" "What challenges do HR professionals face when managing a global workforce?" Initiate a brief discussion based on students' responses to highlight the significance of aligning HR practices with global business strategies. Define global HR as the management of human resources across multiple countries, ensuring consistent practices while respecting local cultures, laws, and norms. <p>2. Development (30 minutes)</p> <p>a) Global HR Best Practices (10 minutes)</p> <ul style="list-style-type: none"> Define "best practices" in the context of HR and explain their role in enhancing organizational efficiency, employee engagement, and global competitiveness. Discuss key global HR best practices: <ul style="list-style-type: none"> Talent Acquisition: Sourcing and hiring top talent from a global pool while considering diverse cultures and legal requirements. Training and Development: Designing training programs that address the needs of a diverse, global workforce while aligning



	<p>with the company's goals and local expectations.</p> <ul style="list-style-type: none">○ Performance Management: Implementing performance appraisal systems that are culturally appropriate and globally consistent.○ Employee Engagement: Creating programs that foster engagement across cultures, ensuring employees from different regions feel valued and motivated.○ Compensation and Benefits: Designing competitive compensation packages that are in line with global standards but adaptable to local market conditions. <p>b) Key Factors Influencing Global HR Practices (10 minutes)</p> <ul style="list-style-type: none">• Cultural Differences: Discuss how different cultural values and work ethics shape HR practices across countries. Highlight examples like flexible working hours, communication styles, and employee recognition.• Legal and Regulatory Differences: Explain how local labor laws, tax regulations, and social security policies affect global HR practices.• Economic Factors: Discuss how varying economic conditions across regions influence compensation structures, benefits, and employee development opportunities.• Technology and Innovation: Explain how technology impacts HR practices globally, including the use of HR software, data analytics for performance management, and remote working tools.• Use real-world examples of global companies like Google, Microsoft, or IBM, showing how they adapt HR practices to different countries. <p>c) Adapting Global HR Practices (10 minutes)</p> <ul style="list-style-type: none">• Explain the importance of adapting global HR practices to suit the unique needs of different regions. Discuss the balance between standardization (consistency) and localization (customization).<ul style="list-style-type: none">○ Example: How multinational companies like McDonald's or Coca-Cola have localized their HR practices (hiring, training, and compensation) to fit cultural expectations in different countries while maintaining global consistency in values and goals.• Highlight the role of HR managers in ensuring that global practices are successfully implemented in diverse locations without compromising local cultural norms and legal requirements. <p>Exercise (5 minutes)</p> <ul style="list-style-type: none">• Group Discussion:<ul style="list-style-type: none">○ Divide students into small groups and ask them to discuss an
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	<p>example of a global company they are familiar with.</p> <ul style="list-style-type: none"> ○ Have them analyze how that company adapts its HR practices in different countries and what challenges it might face in doing so. ○ After the discussion, ask groups to share their insights with the class
Closure	<ul style="list-style-type: none"> • Summarize the lesson, reinforcing the importance of global HR best practices and how companies can use them to enhance organizational success internationally. - Affirm the learning outcomes and check for understanding. - Suggested Reading: <ul style="list-style-type: none"> • "Global Human Resource Management" by Paul Iles • SHRM Global HR Resources - Spend 5 minutes to wrap up and encourage students to think about the global challenges HR faces as companies expand internationally.
Evaluation	<ul style="list-style-type: none"> • Reflective Questions: <ol style="list-style-type: none"> 1. What are the key global HR best practices that help multinational companies succeed? 2. How do cultural, legal, and economic differences impact HR practices in global organizations? 3. Why is it important for HR practices to be adapted for different regions while maintaining global consistency? Quiz <ol style="list-style-type: none"> 1. Create a short quiz to assess students' understanding of global HR best practices, focusing on key areas such as talent acquisition, performance management, and adapting HR practices to local contexts. 2. Allow 5 minutes to evaluate student responses and assess comprehension of the lesson content.



Lesson Plan No. 6	Course Name: Human Resource Management Topic: HR Structure and Strategy	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Define and understand the concepts of HR structure and strategy. b. Explain the different types of HR structures and their impact on organizations. c. Analyze the key elements of a successful HR strategy. d. Discuss the challenges and opportunities in implementing an HR strategy.
Teaching Aids (if any)	a. Ppt presentation
Teaching Development	<p>Introduction (5 minutes)</p> <ul style="list-style-type: none"> - Ask questions - Begin with a brief overview of the relationship between HR structure and strategy. - Highlight how the structure of the HR department can impact the overall effectiveness of HR practices. - Discuss the evolution of HR structures and the shift towards strategic HRM. <p>Development (30 minutes)</p> <p>Introduction the categories of overall strategies</p> <ul style="list-style-type: none"> - Discuss various HR structures such as functional, matrix, and shared services. - Explain the advantages and disadvantages of each structure. - Highlight how HR structure influences communication and decision-making. <p>b) Strategic HRM</p> <ul style="list-style-type: none"> - Define strategic HRM and its role in aligning HR practices with organizational goals. - Discuss the importance of HR being a strategic partner in the overall business strategy. - Provide examples of organizations successfully integrating HR into their strategic planning. - Explore the concept of HR as a business partner. - Discuss how HR professionals can contribute to strategic decision-making. - Highlight the role of HR in driving organizational change and innovation. <p>Exercise (5 minutes) –</p> <ul style="list-style-type: none"> - Conduct a case study analysis or a group activity where participants design an ideal HR structure based on a specific organizational strategy.
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Discuss the University Questions from the Syllabus.



	<p>3. Suggested Reading "The HR Scorecard: Linking People, Strategy, and Performance" by Brian E. Becker, Mark A. Huselid, and Dave Ulrich https://workology.com/your-guide-to-the-hr-organizational-chart-and-department-structuresstructure-functions/ Spend 5 minutes to wrap up and consolidate the learning</p>
Evaluation	<p>1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Cases to be discussed Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 7	Course Name: Human Resource Management Topic: HR Planning	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define human resource planning (HRP) and its role in organizational success. Understand the key steps involved in the HRP process. Identify the factors influencing HRP.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions Begin with a brief definition of Human Resource Planning (HRP) and its importance in strategic management. Discuss the challenges organizations face in managing their workforce and how HRP addresses these challenges. Highlight the link between effective HRP and overall organizational success. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Discuss the fundamental elements of HRP, including forecasting HR needs, analyzing the current workforce, identifying gaps, and developing action plans. Emphasize the strategic nature of HRP and its role in ensuring a skilled and balanced workforce. Explore the advantages of effective HRP, such as better workforce utilization, improved employee performance, and increased organizational agility. Discuss how HRP contributes to risk management and enhances the organization's ability to respond to changes in the business environment. Video on Strategic Human Resource Planning https://www.youtube.com/watch?v=nfaUfYEs56c Exercise (5 minutes) – Minute Paper Ask students to write down one key takeaway from the lesson and any questions they still have about HRP.
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading Human Resource Management by V.S.P rao Spend 5 minutes to wrap up and consolidate the learning
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss.



	<ol style="list-style-type: none">2. Conduct google form quiz3. Spend 5 minutes to evaluate student assimilation of the lesson contents
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Lesson Plan No. 8	Course Name: Human Resource Management Topic: Methods of HR Planning	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define human resource planning and its significance in organizations. Identify the key methods used for HR planning, including workforce forecasting, skills gap analysis, and succession planning. Analyze the advantages and disadvantages of different HR planning methods.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions Define Human Resource Planning (HRP) and emphasize its importance in organizational success. Briefly discuss the role of HRP in aligning organizational goals with workforce requirements. Highlight the dynamic nature of workforce planning in response to internal and external factors. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Discuss traditional methods of HR planning such as Manpower Forecasting and Succession Planning. Explain the process of forecasting future manpower needs based on historical data and trends. Provide examples of how organizations use succession planning to identify and develop future leaders. Importance of HR Planning Techniques Introduce contemporary methods like Skills Inventories, Talent Mapping, and Scenario Planning. Discuss the advantages of using skills inventories to track employees' skills and competencies. Explain how talent mapping helps in identifying key individuals and their potential for future roles. Illustrate the use of scenario planning to prepare for different possible futures and their impact on workforce planning. Exercise (5 minutes) – Summarizing Briefly summarize the main methods of HR planning and their significance.



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading "Strategic Human Resource Planning" by Monica Belcourt and Kenneth McBey. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 9	Course Name: Human Resource Management Topic: Process of Human Resource Planning	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the significance of Human Resource Planning. Identify the key steps in the HRP process. Recognize the benefits of effective HRP for organizations. Analyze the impact of poor HRP on organizational performance.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions Introduce the stages of the HRP process: Forecasting, Goal Setting, Planning, Implementation, and Monitoring. Explain each stage in detail, emphasizing their interconnectedness. Use visuals, diagrams, or charts to enhance understanding. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Explore the positive outcomes of successful HRP, such as improved efficiency, better workforce management, and enhanced employee satisfaction. Discuss how HRP contributes to risk mitigation and adaptability to changes in the business environment. Highlight the negative impacts of inadequate HRP, including skill shortages, overstaffing, increased costs, and decreased morale. Share examples of organizations that faced challenges due to poor HRP. https://www.youtube.com/watch?v=bABXrUHIxS4 Exercise (5 minutes) – Think Pair Share Ask students to individually reflect on the importance of HR planning in a changing business environment. Then, pair them to discuss their thoughts and share key takeaways with the class.
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Discuss the University Questions from the Syllabus. Suggested Reading https://www.investopedia.com/terms/h/human-resource-planning.asp



	Human Resource Management by V.S. P Rao Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 10	Course Name: Human Resource Management Topic: Job Analysis	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define and understand the concept of job analysis. Identify the different stages involved in the job analysis process. Explain the benefits and applications of job analysis in HRM. Analyze the different methods used for job analysis.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions <ul style="list-style-type: none"> What is a Job Analysis What is the relevance of Job Analysis in Business Organization Introduce the concept of Job Analysis Break down the components, including job descriptions and job specifications. Explain the difference between task-oriented and competency-based job analysis. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Define Job Analysis Highlight the characteristics of Job Analysis Introduce various methods such as interviews, questionnaires, and observations. Discuss the pros and cons of each method. Provide real-world examples of how job analysis is used in recruitment, training, and performance evaluation. Video Link: https://www.youtube.com/watch?v=k9y2lgUeUGk Exercise (5 minutes) – <ul style="list-style-type: none"> Summarizing Briefly summarize the key learning points covered in the lesson, including the definition, stages, methods, and applications of job analysis.
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading <ul style="list-style-type: none"> Human Resource management by V.S.P Rao https://www.egyankosh.ac.in/bitstream/123456789/82068/1/Unit-5.pdf https://anjuthomasbims.files.wordpress.com/2015/11/job-analysis-notes.pdf <p>Spend 5 minutes to wrap up and consolidate the learnings</p>



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. 12	Course Name: Human Resource Management Topic: Recruitment	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define recruitment and its role in Human Resource Management. Understand the different stages of the recruitment process. Identify various sources and methods for attracting potential candidates. Analyze the importance of effective recruitment strategies.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students to share their thoughts on what recruitment means to them. What is Recruitment Why Recruitment is important Introduce the concept of Recruitment Define recruitment and explain its significance in organizational success. Discuss the impact of effective recruitment on employee performance and overall company culture. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Introduce the different stages of recruitment: planning, sourcing, screening, interviewing, and hiring. Discuss the importance of each stage in selecting the right candidates. Discuss the different external recruitment methods (advertisements, agencies, job boards, social media, referrals, etc.) A Sound Recruitment relevance Highlight the advantages and disadvantages of each type of method. <ul style="list-style-type: none"> Video link on the concept of Recruitment https://www.youtube.com/watch?v=nXOj5wJKQK0 <p>Exercise (5 minutes) Minute Paper Ask students to write down one key learning point from the lesson and one question they still have. Briefly collect and address any common questions.</p>



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Discuss the University Questions from the Syllabus.3. Suggested Reading Human Resource Management by V S P Rao https://jsscwchn.com/wp-content/uploads/2020/04/Recruitment-converted.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Quiz on google form <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 12	Course Name: Human Resource Management Topic: Recruitment Cases	Course No.: MBA-204
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Objectives	<p>At the end of the lesson the student shall be able to:</p> <ol style="list-style-type: none"> Understand the recruitment process through real-life case studies. Analyze recruitment challenges faced by organizations. Identify successful recruitment strategies used by companies. Evaluate the impact of recruitment decisions on organizational success. Apply the knowledge gained to suggest improvements in recruitment strategies.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<p>1. Introduction (5 minutes)</p> <ul style="list-style-type: none"> Start by asking students to define recruitment in their own words and why it is crucial to organizational success. Provide an overview of the importance of recruitment in building the workforce and setting the tone for the organization's culture and performance. Introduce the concept of Case Study Analysis in recruitment: How real-life recruitment challenges and strategies can offer valuable learning experiences. <p>2. Development</p> <p>a) Introduction to Case Study Analysis (5 minutes)</p> <ul style="list-style-type: none"> Explain what a case study is and how it helps students analyze real-world scenarios in recruitment. Share a brief overview of the recruitment challenges faced by organizations, such as sourcing candidates, assessing qualifications, ensuring diversity, and handling high-volume applications. <p>b) Case Study Presentation (10 minutes)</p> <ul style="list-style-type: none"> Present a case study on a company facing recruitment challenges Example case: A tech company struggling to attract top talent for



specialized roles.

- Discuss the recruitment stages the company went through (e.g., planning, sourcing, screening, etc.).
- Explain the recruitment methods used (job boards, agencies, referrals, social media).
- Highlight the challenges the company faced and how they impacted the recruitment process.
- Present the strategies used to overcome these challenges (e.g., improving employer branding, offering flexible work arrangements, or partnering with educational institutions for talent pipelines).

c) Group Discussion and Analysis (10 minutes)

- Divide students into small groups and give each group a different case study based on real-world recruitment scenarios (e.g., high turnover rates, ineffective sourcing strategies, gender diversity in recruitment, recruitment for entry-level positions in large organizations).
- Ask groups to analyze their case study and discuss the following:
 - What were the key recruitment challenges?
 - What recruitment methods were used?
 - Were the strategies effective or not? Why?
 - What would you suggest to improve the recruitment process?
- After 5-7 minutes, have each group share their findings with the class.

d) Video on Recruitment Strategy (5 minutes)

- Show a video that illustrates effective recruitment practices or a company's journey of overcoming recruitment hurdles. This helps students visualize the application of the concepts discussed.

Exercise (5 minutes)

- **Minute Paper:**
 - Ask students to write down one key insight they gained from the case study analysis and one question or concept they still have about recruitment strategies.
 - Collect the papers briefly and address common queries or



	misconceptions.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Discuss the University Questions from the Syllabus.3. Suggested Reading Human Resource Management by V S P Rao https://jsscwchn.com/wp-content/uploads/2020/04/Recruitment-converted.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Quiz on google form <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 13	Course Name: Human Resource Management Topic: Selection	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the importance of the selection process in Human Resource Management (HRM). Identify the key steps involved in the selection process. Analyze different selection methods and their effectiveness..
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions Definition of Selection Significance of Selection in HRM Connection between Selection and Organizational Success Highlight the importance of selecting the right candidates for organizational success. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Types of Selection methods Highlight the important characteristics and its relevance of selection <ul style="list-style-type: none"> Discuss the pros and cons of promoting from within and hiring externally. Share examples and case studies to illustrate the different types of selection Screening Resumes <ul style="list-style-type: none"> Importance of effective resume screening. Common mistakes to avoid. Interview Techniques <ul style="list-style-type: none"> Different types of interviews (structured, unstructured, behavioral). Role-play: Conduct a brief mock interview to demonstrate effective questioning techniques. Assessment Tools <ul style="list-style-type: none"> Introduction to assessment methods (tests, exercises, simulations). Discuss the relevance of each method in the selection process. Reference Checks The importance of verifying candidate information. Tips for effective reference checks.



	<p>Exercise (5 minutes) –</p> <ul style="list-style-type: none"> - Summarizing activity based on the concept discussed in the class
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Discuss the University Questions from the Syllabus. 3. Suggested Reading https://egyankosh.ac.in/bitstream/123456789/14932/1/Unit-4.pdf <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none"> 1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Google form Quiz <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 14	Course Name: Human Resource Management Topic: Induction and Placement	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define induction and placement in the context of career transition. Identify the key stages of an effective induction program. Analyze the importance of alignment between placement and individual skills and interests.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions What is the relevance of induction and placement Introduce the types of placement Talk about the factors considered in induction and placement Start with a brief icebreaker activity related to career transitions. For example, ask students to share a time they changed jobs or faced a new work environment. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Process of Induction Significance Benefits Use a diagram or list to highlight the main stages of a good induction program. Difference between Induction and Orientation Design and Implementation of Induction program Explain the significance of aligning an individual's skills and interests with their job placement. Discuss the potential consequences of misalignment, such as employee dissatisfaction, low productivity, and high turnover. Evaluation and Review Video link https://www.youtube.com/watch?v=ejfKKRyy6Nc <p>Exercise (5 minutes) Minute Paper</p> <ul style="list-style-type: none"> students can write down key takeaways from the lesson and one action they will take to prepare for their future career transitions.



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Discuss the University Questions from the Syllabus.3. Suggested Reading4. https://dspmuranchi.ac.in/pdf/Blog/PLACEMENT%20AND%20INDUCTION.pdf Human resource Management by V.S. P Rao <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 15	Course Name: Human Resource Management Topic: Introduction to Performance Appraisal	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define performance appraisal and its key components. Understand the purposes and benefits of performance appraisals. Recognize the challenges and best practices in conducting performance appraisals.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions <ul style="list-style-type: none"> What is Performance Appraisal What is the relevance of Performance Appraisal Definition and Meaning Nature and Scope of Performance Appraisal Discuss the importance of performance management in organizations and how performance appraisals play a crucial role in this process. Define performance appraisal, highlighting its key components such as performance goals, feedback, and development plans. Talk about the relevance of Performance Appraisal Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Explain the purposes and benefits of performance appraisals, including: <ul style="list-style-type: none"> Motivating employees Identifying training needs Making informed decisions about promotions and compensation Improving communication and relationships Address common challenges associated with performance appraisals and share best practices for effective implementation, such as: <ul style="list-style-type: none"> Setting clear and measurable goals Providing timely and constructive feedback Focusing on development opportunities Maintaining open communication Exercise (5 minutes) – <ul style="list-style-type: none"> Think pair Share



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Discuss the University Questions from the Syllabus.3. Suggested Reading Human Resource Management by VSP Rao https://egyankosh.ac.in/bitstream/123456789/33188/5/Unit-1.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Google form Quiz <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 16	Course Name: Human Resource Management Topic: Process and types of performance appraisal	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define performance appraisal and its key components. Identify the different types of performance appraisal methods used in organizations. Understand the key steps involved in the performance appraisal process. Analyze the strengths and weaknesses of different appraisal methods.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions Briefly introduce the concept of performance appraisal and its importance in organizations. Discuss the benefits of performance appraisals for both employees and organizations. Briefly mention the common challenges faced in performance appraisals. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Explain the different types of performance appraisal methods in detail, using specific examples: <ul style="list-style-type: none"> Traditional Methods: <ul style="list-style-type: none"> Graphic Rating Scale: Explain the concept and its limitations. Forced Choice Method: Discuss its advantages and ethical considerations. Critical Incident Method: Highlight its usefulness for identifying specific behaviors. Modern Methods: <ul style="list-style-type: none"> Balanced Scorecard: Explain its focus on strategic objectives. 360-Degree Feedback: Discuss the involvement of multiple stakeholders. Management by Objectives (MBO): Emphasize its goal-oriented approach. Briefly explain the key steps involved in the performance appraisal process <ul style="list-style-type: none"> Goal Setting: Discuss the importance of SMART goals. Performance Documentation: Highlight different methods (e.g., diaries, observation). Appraisal Meeting: Emphasize the importance of two way



	<p>communication.</p> <ul style="list-style-type: none"> - Development Planning: Discuss setting goals for improvement. Exercise (5 minutes) – - Performance Appraisal Methods Explained: https://m.youtube.com/watch?v=I9-8jOHjGP4 - Role-Playing: Divide participants into pairs and assign them roles (e.g., manager, employee) to practice conducting a performance appraisal meeting.
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Discuss the University Questions from the Syllabus. 3. Suggested Reading Dessler, G. (2017). Human resource management (15th ed.). Pearson. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none"> 1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 17	Course Name: Human Resource Management Topic: Promotion, Transfers and demotion	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define the key terms: promotion and transfer. Identify the types of promotions and transfers. Understand the factors influencing promotion and transfer decisions. Analyze the potential benefits and challenges of promotions and transfers.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions Explain the core concepts of promotions and transfers: <ul style="list-style-type: none"> Promotions: upward movement in the hierarchy, increased responsibility, higher pay. Transfers: lateral movement within the organization, no change in responsibility or pay. Types of promotions: vertical, horizontal, diagonal. Types of transfers: developmental, corrective, situational. Development (30 minutes) <ol style="list-style-type: none"> Factors influencing decisions: <ul style="list-style-type: none"> Performance evaluations. Skill and experience level. Company needs and open positions. Diversity and inclusion goals. Benefits and challenges: <ul style="list-style-type: none"> Promotions: career growth, increased satisfaction, motivation, higher salary. Challenges: increased pressure, work-life balance, adapting to new roles. Transfers: new learning opportunities, fresh perspectives, career diversification. Challenges: leaving comfort zone, adjusting to new teams, potential relocation. <p>Exercise (5 minutes) – Quiz</p> <ul style="list-style-type: none"> Conduct a quick quiz on key terms and concepts related to promotions and transfers.



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Discuss the University Questions from the Syllabus.3. Suggested Reading https://www.forbes.com/sites/forbesbusinesscouncil/2022/03/31/five-things-to-start-doing-to-get-promoted/?sh=50150f25c1f6 Human Resource Management by V.S.P Rao Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 18	Course Name: Human Resource Management Topic: Training	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Concept of training and its purpose. Identify different types of training and their applications. Explore the benefits of training in various aspects of life.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions Start with a real-life example of someone achieving something remarkable through training (e.g., Olympic athlete winning gold, artist mastering a new skill). Ask students what role training played in their success. What is training What is the relevance of training Introduce a clear and concise definition of training Talk about the relevance of training program Development (30 minutes) <ol style="list-style-type: none"> Briefly explain different types of training examples: physical training, mental training, skill training, etc. Benefits of Training: Discuss the positive impacts of training in various areas: <ul style="list-style-type: none"> Personal Development: Improve skills, overcome challenges, build confidence, set and achieve goals Academic Success: Enhance focus, memory, learning strategies, academic performance. Career Growth: Develop job skills, prepare for promotions, stay competitive in the workforce. Well-being: Increase health, resilience, manage stress, boost self-esteem. <p>Exercise (5 minutes) – Think pair Share</p>
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Discuss the University Questions from the Syllabus. Human resource Management by V.S.P Rao https://www.dspmuranchi.ac.in/pdf/Blog/unit%204%20hrm%20part%202.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. Google form Quiz
- Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 19	Course Name: Human Resource Management Topic: Types and Process of Training	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define training and its role within Human Resource Management. Understand the different types of training needs and methods. Identify the key steps involved in the training process. Analyze the importance of evaluating training effectiveness.
Teaching Aids (if any)	<ol style="list-style-type: none"> Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions Discuss the strategic role of training in achieving organizational goals. Types of Training Needs Individual needs (skills, knowledge, performance gaps). Organizational needs (new technology, legal compliance, cultural change). Needs assessment methods (surveys, observation, performance appraisals). Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Training Methods On-the-job training (coaching, mentoring, job shadowing). Off-the-job training (classroom instruction, e-learning, simulation). Blended learning (combining different methods). Selecting the appropriate method based on needs and resources. The Training Process: <ul style="list-style-type: none"> Needs assessment and analysis. Design and development of training program. Delivery and implementation. Evaluation and feedback. <p>Exercise (5 minutes)</p> <ul style="list-style-type: none"> Minute Paper Briefly ask students to reflect on one key learning point or question they still have.



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading3. https://www.dspmuranchi.ac.in/pdf/Blog/unit%204%20hrm%20part%202.pdf <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 20	Course Name: Human Resource Management Topic: Executive Development	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> a. Define executive development and its importance in modern organizations. b. Identify key areas of focus for executive development programs. c. Analyze different approaches to executive development. d. Evaluate the effectiveness of executive development programs.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions - Briefly discuss the changing landscape of business and the need for continuous learning and development for executives. - Highlight the role of HR professionals in designing and implementing effective executive development programs. 2. Development (30 minutes) <ol style="list-style-type: none"> a) Define executive development and its goals. b) Discuss the key areas of focus for executive development programs, such as: <ul style="list-style-type: none"> - Strategic thinking - Leadership skills - Communication skills - Emotional intelligence - Change management - Global business acumen c) Briefly explain different approaches to executive development, such as: <ul style="list-style-type: none"> - In-house training programs - External workshops and conferences - Mentoring and coaching - Action learning projects - Self-directed learning - Discuss the importance of aligning executive development programs with the organization's strategic goals and individual development needs. - Exercise (5 minutes) – Minute paper reflection on the key takeaways from the lesson



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading3. https://www.economicdiscussion.net/human-resource-management/executive-development/317964. https://www.whatishumanresource.com/executive-development <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 21	Course Name: Human Resource Management Topic: Coaching and Mentoring	Course No.: MBA-204
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Objectives	At the end of the lesson, the student shall be able to: <ol style="list-style-type: none"> Define coaching and mentoring within the context of Human Resource Management. Differentiate between the goals and approaches of coaching and mentoring. Explain the benefits of coaching and mentoring for both individuals and organizations. Identify key skills and qualities required for effective coaches and mentors. Develop basic coaching and mentoring skills through practical activities.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> What is Coaching and Mentoring What is the objective of Coaching and Mentoring Briefly define coaching and mentoring, highlighting the key differences (e.g., focus on future vs. past, directive vs. non-directive). Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> Benefits of Coaching and Mentoring Highlight the process of Coaching The benefits for both coaches/mentors and coaches/mentees (e.g., improved performance, personal growth, career development). Prevalence of Coaching and Mentoring <ul style="list-style-type: none"> What Coaches do What Mentors do Coaching: Focuses on short-term goal achievement and skill development through self-discovery and self-directed learning. Mentoring: Offers long-term career guidance, knowledge transfer, and support based on the mentor's experience and expertise. Discuss the benefits of coaching and mentoring for: <ul style="list-style-type: none"> Individuals: Improved performance, increased skills, career development, higher job satisfaction. Organizations: Increased talent retention, improved



	<p>employee engagement, knowledge transfer, leadership development.</p> <ul style="list-style-type: none"> - Explain the core skills and qualities effective coaches and mentors need: <ul style="list-style-type: none"> - Active listening, asking powerful questions, providing constructive feedback, building trust and rapport. - video link (5 minutes) <p>https://www.youtube.com/watch?v=0Qy0P65kMIM</p>
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 2. Suggested Reading Human Resource Management by V.S. Rao https://www.coachingcultureatwork.com/wp-content/uploads/The-Difference-between-Coaching-and-Mentoring.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> 1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 22	Course Name: Human Resource Management Topic: Group Incentive Plans	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define and understand the concept of group incentive plans. Identify the different types of group incentive plans and their applications. Evaluate the potential benefits and drawbacks of using group incentive plans. Develop critical thinking skills regarding the effective design and implementation of group incentive plans.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> - What is Incentive Compensation - What is the objective of incentive compensation - Introduce the concept of incentive compensation - Briefly introduce the concept of group incentive plans and their role in organizations. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> - Present and discuss different types of group incentive plans, such as: <ul style="list-style-type: none"> - Profit-sharing - Gainsharing - Team bonuses - Performance-based incentives - Competency-based rewards - Use examples or case studies to illustrate each type. Prevalence of Incentive Compensation <ul style="list-style-type: none"> - Incentive Compensation - Types of Plans <ul style="list-style-type: none"> - Individual Incentive Plan <ul style="list-style-type: none"> - Benefits of Individual Incentive Plans - Group Incentive Plans - Advantages and Disadvantages of Small Group Incentive <ul style="list-style-type: none"> - Briefly discuss key considerations for designing effective group incentive plans, including: <ul style="list-style-type: none"> - Clear goals and objectives - Measurable performance metrics - Fair distribution of rewards - Communication and transparency - Alignment with organizational culture



	Think Pair Share
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Human Resource Management by V.S.P Rao Group Incentive Plans: Keys to Effective Design" by the U.S. Office of Personnel Management Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 23	Course Name: Human Resource Management Topic: Fringe Benefits	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the concept of fringe benefits and their significance in the workplace. Identify common types of fringe benefits. Recognize the impact of fringe benefits on employee motivation and retention.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> - What is Fringe Benefits - What is the objective of Fringe Benefits - Introduce the term "fringe benefits" and explain its meaning in the context of employee compensation. Development (30 minutes) <ol style="list-style-type: none"> Introduction <ul style="list-style-type: none"> - Present different categories of fringe benefits, such as health insurance, retirement plans, paid time off, child care assistance, and wellness programs. - Use visuals like infographics, pictures, or short video clips to illustrate each type. - Briefly explain the purpose and benefits of each type for both employees and employers. Value of Fringe Benefits <ul style="list-style-type: none"> - Discuss how fringe benefits can impact an employee's total compensation package. - Show students examples of how fringe benefits can save them money on healthcare, education, and other expenses. - Explain the concept of "salary sacrifice" and how employees can choose to receive additional benefits in lieu of a higher salary. Activity <ul style="list-style-type: none"> - Role-play: Have students role-play a negotiation between an employer and an employee regarding fringe benefits. You tube link (5 Minutes) https://www.youtube.com/watch?v=rDwqFrMDHmo



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading Human Resource Management by V.S. P Rao Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 24	Course Name: Human Resource Management Topic: Talent Management	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define talent management and its key components. Identify the benefits of effective talent management for individuals and organizations. Understand the stages of the talent management cycle. Develop strategies for attracting, retaining, and developing talent. Explore current trends and challenges in talent management
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask participants to share their understanding of "talent" and why it's important in the workplace. Briefly define talent management and highlight its crucial role in organizational success. Development (30 minutes) <ol style="list-style-type: none"> Discuss the five key stages of the talent management cycle: Attraction, Selection, Development, Engagement, Retention. <ul style="list-style-type: none"> Explain the importance of aligning talent management strategies with business goals. Briefly address current trends in talent management such as AI recruitment, remote work, and employee experience. Challenges companies face in attracting and retaining top talent. Effective strategies for developing and engaging employees. The impact of technology on talent management practices. Case Study Analysis: Present a short case study on a company facing talent management challenges and ask participants to discuss possible solutions. <p>Exercise (5 Minutes) Summarization: Briefly summarize the key learning points from the lesson.</p>
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading Human Resource Management by V.S. P Rao https://www.tutorialspoint.com/talent_management/talent_management_tutorial.pdf Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 25	Course Name: Human Resource Management Topic: Techniques in Talent Management	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Identify key techniques used in talent management. b. Understand the role of data-driven decision making in talent management. c. Examine different methods for talent assessment and development. d. Explore techniques for improving employee engagement and retention. e. Discuss innovative and emerging talent management techniques.
Teaching Aids (if any)	<ul style="list-style-type: none"> ✓ Ppt presentation ✓ case study materials ✓ whiteboard for discussion
Teaching Development	<p>1.Introduction (5 minutes)</p> <ul style="list-style-type: none"> - Begin with a discussion: Ask students to share some of the techniques they think organizations use to manage talent. - Define "Talent Management Techniques" and provide an overview of the importance of applying effective techniques in building a high-performing workforce. <p>2. Development (30 minutes)</p> <p>a) Techniques in Talent Management (20 minutes)</p> <ul style="list-style-type: none"> • Data-driven decision-making: Discuss how talent data (e.g., employee performance, skills assessment, potential for growth) can guide recruitment, development, and retention decisions. • Competency-based frameworks: Explain how competencies (e.g., leadership, communication, adaptability) are mapped to job roles to help organizations identify, assess, and develop talent. • 360-degree feedback: Introduce this technique and its value in providing holistic insights into employee performance and areas for development. • Personalized Learning and Development Plans: Discuss the importance of offering tailored career development opportunities, such as mentoring, job rotations, or online courses. • Succession Planning: Describe the technique of identifying and developing internal candidates for future leadership roles. • Employee Engagement Strategies: Examine techniques like recognition programs, flexible work arrangements, and opportunities for growth to increase employee engagement and retention.



	<p>b) Emerging Talent Management Techniques (5 minutes)</p> <ul style="list-style-type: none"> • Explore current trends, including the use of Artificial Intelligence in recruitment (AI-assisted job matching, interview automation), virtual reality for skills training, and the impact of remote and hybrid work models on talent management. • Discuss the increasing importance of diversity, equity, and inclusion (DEI) efforts in shaping talent management practices. <p>Exercise (5 Minutes)</p> <ul style="list-style-type: none"> • Interactive Quiz: A quick quiz to reinforce key techniques, such as matching the correct technique with its description or objective.
<p>Closure</p>	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 2. Suggested Reading Human Resource Management by V.S. P Rao https://www.tutorialspoint.com/talent_management/talent_management_tutorial.pdf <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
<p>Evaluation</p>	<p>Reflective Questions:</p> <ul style="list-style-type: none"> • What are some common techniques used in talent management? • Why is data-driven decision-making important for talent management? • How can an organization retain top talent using effective engagement techniques? <p>• Spend 5 minutes evaluating student assimilation through brief discussions or responses to reflective questions.</p>



Lesson Plan No. 26	Course Name: Human Resource Management Topic: Trade Union	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the concept of a trade union and its role in representing workers' interests. Explore the history and significance of the labor movement. Analyze the benefits and challenges of trade unions in today's workplace.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> - Define "trade union" and explain its core functions (collective bargaining, advocacy, etc.). - Briefly delve into the historical context of labor movements and significant events (e.g., Industrial Revolution, strikes for better wages). Development (30 minutes) <ul style="list-style-type: none"> - Discuss the pros and cons of trade unions in the modern workplace: <ul style="list-style-type: none"> - Pros: Improved wages and benefits, safer working conditions, collective voice and representation, protection against unfair practices. - Cons: Potential decrease in flexibility for employers, membership fees, possibility of internal corruption. - Encourage debate and critical thinking through open-ended questions: <ul style="list-style-type: none"> - How much power should trade unions have? - Are unions still relevant in today's economy - What are the alternatives to trade unions for protecting workers' rights? <p>Exercise (5 Minutes) Minute Paper</p>
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://mospi.gov.in/sites/default/files/Statistical_year_book_india_chapters/Trade_Union.pdf Human Resource Management by V.S. P Rao <p>Spend 5 minutes to wrap up and consolidate the learnings</p>



Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents
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Lesson Plan No. 27	Course Name: Human Resource Management Topic: Functions and Types of Trade Union	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define and understand the concept of a trade union. Identify the core functions of trade unions. Distinguish between different types of trade unions.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Definition of a trade union. Core functions of trade unions: collective bargaining, advocacy, representation, etc. Different types of trade unions: craft unions, industrial unions, general unions, etc. Benefits of trade union membership: improved wages, safer working conditions, access to training, legal protection, etc. Challenges of trade union membership: membership fees, potential decline in power, internal conflicts, etc. Development (30 minutes) <ul style="list-style-type: none"> Introduction Functions of Trade union Highlight the motivation to join trade union Structure of Trade union Problems and weaknesses of trade union Suggestions for the development of Unions Present real-world examples of trade unions in action. Use case studies to illustrate how unions have secured benefits for workers in specific industries or situations. You tube link https://m.youtube.com/watch?v=O10r6xPN-j4 <p>Exercise (5 Minutes)</p> <ul style="list-style-type: none"> Think Pair Share
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://www.ilo.org/global/about-the-ilo/lang--en/index.htm Human Resource Management by V.S. P Rao Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to



	<p>answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
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Lesson Plan No. 28	Course Name: Human resource Management Topic: Disciplinary Process	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> define and explain the key stages of a disciplinary process. Identify the rights and responsibilities of individuals involved in a disciplinary process. Analyze the importance of fairness and due process in disciplinary situations.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> - Start with a real-life scenario involving a disciplinary situation at school (e.g., plagiarism, cheating). - Ask students to brainstorm potential consequences and how the situation should be handled. - Introduce the concept of the disciplinary process and its importance in maintaining fairness and order. Development (30 minutes) <ul style="list-style-type: none"> - Use a flowchart or diagram to illustrate the key stages of the disciplinary process in your school or organization (e.g., reporting, investigation, hearing, decision, appeal). - Briefly explain each stage, highlighting the roles of different stakeholders (e.g., teachers, administrators, students, parents). - Discuss the rights of individuals involved in a disciplinary process (e.g., right to be heard, right to access evidence, right to appeal). - Discuss the responsibilities of individuals involved in the process (e.g., providing accurate information, respecting confidentiality, acting impartially). You Tube Link - https://www.youtube.com/watch?v=NZuKriGwGIU
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading Human Resource Management by V.S. P Rao https://www.mcrhrdi.gov.in/images/samriddhi/number2/4.Disciplinary%20Proceedings%20in%20India.pdf Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Quiz: Create a short quiz to assess students' understanding of key terms and concepts. Spend 5 minutes to evaluate student assimilation of the lesson contents
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Lesson Plan No. 29	Course Name: Human Resource Management Topic: Collective Bargaining	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define collective bargaining and identify its key components. Understand the benefits and challenges of collective bargaining for both workers and employers. Analyze real-world examples of collective bargaining negotiations.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> - What is the introduction of Collective bargaining -Definition - Features of Collective Bargaining - Objectives of Collective Bargaining - What are some ways workers can improve their working conditions and wages?" Briefly introduce the concept of collective bargaining. Development (30 minutes) <ul style="list-style-type: none"> - Define collective bargaining as the process by which a group of employees (represented by a union) negotiates with their employer over wages, benefits, and working conditions. - Explain the key components of collective bargaining: union representation, bargaining unit, contract, and negotiation process. - Highlight the benefits of collective bargaining for workers: fairer wages, better benefits, safer working conditions, stronger job security. - Discuss the challenges of collective bargaining: potential for strikes, conflict with management, membership dues, bureaucracy. - Video Link https://www.youtube.com/watch?v=le-2ebek8Lk - Exercise (5 Minutes) Think pair Share



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Human Resource Management by V.S. P Rao https://egyankosh.ac.in/bitstream/123456789/95983/2/Block-3.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 30	Course Name: Human Resource Management Topic: Process of Collective Bargaining	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define collective bargaining as the process by which a group of employees (represented by a union) negotiates with their employer over wages, benefits, and working conditions. Explain the key components of collective bargaining: union representation, bargaining unit, contract, and negotiation process. Highlight the benefits of collective bargaining for workers: fairer wages, better benefits, safer working conditions, stronger job security.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> - What is the importance of collective bargaining - Importance to employees - Importance to employers - Importance to society - Present a real-life scenario involving a conflict between workers and management, and ask students to brainstorm potential solutions through individual or group discussion. Development (30 minutes) <ul style="list-style-type: none"> - Define collective bargaining and explain its basic process, highlighting the roles of unions and employers. - Discuss the key stages involved, such as preparation, proposal exchange, negotiation, ratification, and implementation. - Briefly mention different types of bargaining strategies (e.g., distributive, integrative) and their implications. - Video link https://www.youtube.com/watch?v=le-2ebek8Lk - Exercise (5 Minutes) Summarizing
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://www.mlsu.ac.in/econtents/1197_Collective%20Bargaining%20.pdf Human Resource Management by V.S. P Rao <p>Spend 5 minutes to wrap up and consolidate the learnings</p>



Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents
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Lesson Plan No. 31	Course Name: Human Resource Management Topic: Organization safety and Welfare in India	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the concept of organization safety and welfare in India. Identify key legal requirements and best practices. Recognize the benefits of a safe and healthy work environment. Discuss the role of HR in promoting safety and welfare
Teaching Aids (if any)	Power point presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Introduction to Organizational Health Health promotion of Workers Environmental Sanitation Health Education Development (30 minutes) <ul style="list-style-type: none"> Prevention of Occupational diseases Medical Measures Engineering Measures Legislative Measures Roles and Responsibilities of Occupational health Values at workplace <p>Highlight key best practices for promoting safety and welfare, such as:</p> <ul style="list-style-type: none"> Risk assessment and mitigation Training and development programs Emergency preparedness and response plans Employee health and wellness initiatives Communication and engagement strategies <p>Emphasize the benefits of a safe and healthy work environment, including</p> <ul style="list-style-type: none"> Reduced accidents and injuries Improved employee morale and productivity Lower costs associated with absenteeism and turnover Enhanced brand reputation <p>Exercise (5 Minutes)</p> <ul style="list-style-type: none"> Minute paper <p>At the end of the session, ask participants to write down on a piece of paper their key takeaways from the lesson and any suggestions for improvement.</p>



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading Human Resource Management by V.S. P Rao https://www.researchgate.net/publication/326905335_Role_on_Safety_and_Welfare_Measures_in_Organization_A_Case_Study Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 32	Course Name: Human Resource Management Topic: Occupational Health	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> define occupational health and explain its importance. identify the key steps involved in the occupational health process. understand the roles of different professionals in occupational health. implications of occupational health for their future careers.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<p>1.Introduction (5 minutes)</p> <ul style="list-style-type: none"> -Introduction to administration of Occupational Health Services -Central Level -State Level -Voluntary Organization <p>2.Development (30 minutes)</p> <ul style="list-style-type: none"> -International Organizations -International Labour Organizations -Welfare Organization of Employees -Women and Occupational Health - Global Commission Report - Identify potential hazards associated with that job. -Suggest preventive measures and strategies to promote physical and mental well-being for workers in that field. <p>Video Link https://www.youtube.com/watch?v=xyANahuhGs0</p> <ul style="list-style-type: none"> -Exercise (5 Minutes) - Summarizing
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://labour.gov.in/sites/default/files/SafetyHealthandEnvironmentatWorkPlace.pdf <p>Human Resource Management by V.S. P Rao Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



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Lesson Plan No. 33	Course Name: Human Resource Management Topic: Measures and Statutory provision for industrial health	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> understand the meaning and Concept of the Measures and Statutory provision for industrial health examine the relevance of the measures and statutory provision of industrial health understand the importance of maintaining industrial health. Identify common occupational hazards and their preventive measures.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> - Begin with a real-life scenario or news story related to an occupational health issue (e.g., silicosis in stone quarries). - Prompt a class discussion on the importance of worker health and safety in industries. - Introduce the topic of measures and statutory provisions for industrial health. Development (30 minutes) <ul style="list-style-type: none"> - Explain different types of occupational hazards (physical, chemical, biological, ergonomic, psychosocial). - Use visuals like charts or diagrams to illustrate examples of each type. - Discuss the potential health consequences of exposure to these hazards. - Briefly introduce key Indian laws related to worker health and safety (e.g., Factories Act, Mines Act, Motor Vehicles Act). - Explain the role of government agencies in enforcing these laws and ensuring compliance. - Discuss the importance of worker awareness about their rights and responsibilities under these laws. Video link <ul style="list-style-type: none"> - https://www.youtube.com/watch?v=-GPka... UuSM Exercise (5 Minutes) <ul style="list-style-type: none"> - Think Pair Share
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://pria-academy.org/pdf/OHS/unit6/OHS_Unit-6_Course%20Content_OHS%20Legislation%20in%20India.pdf Human Resource Management by V.S. P Rao



	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 34	Course Name: Human Resource Management Topic: Stress Management	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: a. Define stress and understand its impact on individuals and organizations. b. Identify common causes and types of workplace stress. c. Learn effective stress management techniques for individuals and organizations. d. Understand the role of HR in promoting mental well-being in the workplace. e. Explore strategies for building a stress-resilient workforce.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<p>1. Introduction (5 minutes)</p> <ul style="list-style-type: none"> · Begin with a real-life scenario or news story related to workplace stress (e.g., burnout in high-pressure environments). · Ask the class to share their personal experiences or observations about stress at work. · Introduce the concept of stress, its definition, and its potential impact on physical and mental health. · Highlight the importance of stress management for both individual well-being and organizational productivity. <p>2. Development (30 minutes)</p> <p>Understanding Stress in the Workplace (15 minutes)</p> <ul style="list-style-type: none"> • Define stress and differentiate between eustress (positive stress) and distress (negative stress). • Discuss common sources of workplace stress (e.g., workload, deadlines, lack of control, poor work-life balance, toxic culture, etc.). • Explore the physical, emotional, and psychological symptoms of stress. • Discuss how stress can affect job performance, absenteeism, and overall well-being. <p>b) Stress Management Techniques (15 minutes)</p> <ul style="list-style-type: none"> • Individual Techniques: <ul style="list-style-type: none"> ○ Time management strategies (e.g., prioritization, task delegation, breaks). ○ Relaxation techniques (e.g., deep breathing, mindfulness,



	<p>progressive muscle relaxation).</p> <ul style="list-style-type: none"> ○ Cognitive-behavioral strategies (e.g., reframing negative thoughts, positive self-talk). ○ Physical activities (e.g., exercise, yoga, and proper sleep). <ul style="list-style-type: none"> ● Organizational Techniques: <ul style="list-style-type: none"> ○ Building a supportive work culture and promoting open communication. ○ Employee assistance programs (EAPs) and counseling services. ○ Creating a healthy work environment (e.g., flexible work hours, reasonable workload, and clear job expectations). ○ Promoting work-life balance through policies like remote work or wellness programs. <p>c) The Role of HR in Stress Management (5 minutes)</p> <ul style="list-style-type: none"> ● Discuss how HR can promote mental health in the workplace by implementing stress management programs and creating a supportive environment. ● Explore the importance of training managers to identify stress in employees and provide support. <p>Video Link:</p> <ul style="list-style-type: none"> ● Show a short video on effective stress management or an example of workplace initiatives addressing stress. <p>Exercise (5 minutes)</p> <ul style="list-style-type: none"> ● Think-Pair-Share: Have students think about the most common causes of stress in their current or past workplaces. Then, ask them to share their experiences with a partner and suggest one possible stress management technique they would implement.
<p>Closure</p>	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 2. Suggested Reading <ul style="list-style-type: none"> - <i>Human Resource Management</i> by V.S. P Rao - <i>Stress Management: A Comprehensive Guide to Wellness and Workplace Health</i> - OHS Legislation in India <p>Spend 5 minutes to wrap up and consolidate the learnings</p>



Evaluation	<p>Reflective Questions:</p> <ul style="list-style-type: none">• What are some common causes of workplace stress?• Why is it important for organizations to manage stress effectively?• How can HR play a role in promoting stress management programs? <p>• Evaluate student assimilation by asking them to share one technique they would personally use to manage stress and how they think it might benefit their performance at work.</p>
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Lesson Plan No. 35	Course Name: Human Resource Management Topic: Cross- Cultural and Diversity Management	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define cross-cultural and diversity management. Identify key dimensions of cultural diversity. Understand the benefits and challenges of a diverse workplace. Develop basic skills for effective cross-cultural communication.
Teaching Aids (if any)	Ppt Presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Start with a captivating question or scenario related to cultural differences in the workplace. Briefly introduce the concepts of cross-cultural and diversity management. Highlight the importance of the topic in today's globalized world. <p>Development (30 minutes)</p> <ul style="list-style-type: none"> Present key dimensions of cultural diversity, such as communication styles, values, beliefs, and practices. Use examples and case studies to illustrate each dimension. Encourage students to share their own cultural experiences and perspectives. Discuss the benefits of a diverse workplace, such as increased creativity, innovation, and problem-solving skills. Acknowledge the challenges of managing diversity, such as communication barriers, stereotyping, and conflict. Encourage students to brainstorm solutions to overcome these challenges. <p>Exercise (5 Minutes)</p> <ul style="list-style-type: none"> Use role-playing or simulations to practice these skills in a safe and engaging environment.
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://www.diversityresources.com/cultural-diversity-workplace/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Google form Spend 5 minutes to evaluate student assimilation of the lesson contents



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Lesson Plan No. 36	Course Name: Human Resource Management Topic: Types, process of Cross Culture and diversity	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define and understand the concepts of cross-culture and diversity. Identify different types of cultures and diverse perspectives. Recognize the value of cross-cultural understanding and the importance of inclusivity. Engage in respectful and collaborative dialogue about diverse cultural practices and viewpoints.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> - Introduction to Communication Barriers - Language - Culture - Perception - Nonverbal communication - Briefly discuss the benefits of cross-cultural understanding and inclusivity. - Ask students why it's important to respect and appreciate diverse perspectives. Development (30 minutes) <ul style="list-style-type: none"> -Advantages - Gaps if Cross Culture Diversity management not applied - How to apply cross culture Diversity management in Workplace - Strategies for a multicultural and diverse workplace <p>Activity (5 minutes) Summarizing</p>
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://www.diversityresources.com/cultural-diversity-workplace/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Test students' knowledge of different cultures through a short quiz with questions about customs, traditions, and etiquette. Spend 5 minutes to evaluate student assimilation of the lesson contents



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Lesson Plan No. 37	Course Name: Human Resource Management Topic: Quality of Work-Life	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define and understand the concept of quality of work life (QWL). Identify key factors that contribute to a good QWL. Recognize the importance of QWL for individual and organizational well-being. Develop strategies for improving personal QWL.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> - What is Quality of Work life - Objective of Quality of Work life - Quality of Work-life- Origin of the concept - Ask students to brainstorm words or phrases related to what they think "quality of work life" means. Development (30 minutes) <ul style="list-style-type: none"> - Definition of Quality of Work life - Discussion on Objective of Quality of Work life - Approaches of Quality of Work life - Techniques of improving Quality of Work life - Briefly explain the concept of QWL, covering its definition, key components (e.g., work-life balance, job satisfaction, mental health), and its benefits for individuals and organizations. <p>Exercise (5 Minutes)</p> <ul style="list-style-type: none"> - Role-playing Scenarios: Act out situations that challenge QWL (e.g., long working hours, stressful deadlines) and discuss strategies for handling them effectively.
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading http://www.ijstm.com/images/short_pdf/1493899542_PY2022ijstm.pdf Human Resource Management by V.S. P Rao <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



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Lesson Plan No. 38	Course Name: Human Resource Management Topic: Work-Life Balance	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define work-life balance and its importance. Identify personal values and priorities in different life domains. Explore strategies for achieving a balanced work-life.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> -Introduction of Work life Balance - Definitions - Objective of the Work life Balance Development (30 minutes) <ul style="list-style-type: none"> - HR solution to Work life balance - On the Job Training - Make work more flexible - Allow from time off from work - Discuss: What is "work-life balance"? Why is it important? What challenges does it present? - Introduce key terms: Work-life balance, priorities, values, boundaries, stress - Video clip: https://www.youtube.com/watch?v=sIOa63KGs1M
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://www.divaportal.org/smash/get/diva2:1678040/FULLTEXT01.pdf Human Resource Management by V.S. P Rao <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss Quiz or Poll: Use a quick quiz or online poll to assess students' current understanding of Work life Balance and their personal satisfaction with their own work-life balance. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



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Kot, Bhalwal, Jammu



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Lesson Plan No. 39	Course Name: Human Resource Management Topic: Process Work Life Balance	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define and understand the concept of work-life balance. Identify the different elements that contribute to a healthy work-life balance. Explore personal values and priorities in relation to work and life.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> -Introduction and solution for Work life Balance - Benefits of Work life Balance - To Organization - To Individual - What is Work-Life Balance?" - Provides a concise and age-appropriate introduction to the concept. Development (30 minutes) <ul style="list-style-type: none"> - Work life Balance Programs - The final solution for Work life balance - Outlining key aspects of work-life balance, including career aspirations, personal well-being, relationships, leisure activities, and managing stress. - Use images, quotes, and relevant statistics to keep students engaged. - Briefly introduce concepts like SMART goals and encourage students to set a personal goal related to work-life balance for the upcoming week. - Provide templates or prompts to guide them. <p>Activity</p> <ul style="list-style-type: none"> - Video Link https://www.youtube.com/watch?v=qC25rLJ37BU <p>Exercise (5 Minutes)</p> <ul style="list-style-type: none"> - Think pair Share: Ask students to think individually about "What does work-life balance mean to you?" Then, pair up to discuss their thoughts and share answers with the class.
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading Human Resource Management by V.S. P Rao https://www.allianzcare.com/content/dam/onemarketing/azcare/allianzcare/en/docs/health-guides/Allianz_Health_Guide_Work_Balance_EN.pdf Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 40	Course Name: Human Resource Management Topic: Introduction to Human Resource Information System (HRIS)	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define HRIS (Human Resource Information System) and its core functionalities. Explain the key processes managed by HRIS, including payroll, recruitment, and employee benefits. Discuss the benefits and challenges of implementing HRIS. Identify future trends in HRIS development.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> -Introduction of HRIS - Start with a brainstorming session, asking students to share their understanding of HR and technology. - Introduce the concept of HRIS and its role in streamlining HR processes. - Briefly showcase a real-life example of a popular HRIS platform. Development (30 minutes) <ul style="list-style-type: none"> - Explain the core functionalities of HRIS, focusing on major modules like payroll, recruitment, performance management, and employee benefits. - Use charts, infographics, or screenshots to visually represent the processes. - Encourage student participation through questions and discussion. <p>Exercise (5 Minutes)</p> <p>One Minute Paper</p> <p>At the end of the lesson, ask students to reflect on key takeaways and areas for further exploration by writing a brief (1-minute) summary.</p>
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://gjimt.com/N14.pdf Human Resource Management by V.S. P Rao <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss. True or False: Present statements about HRIS and let students



	identify the true ones. Spend 5 minutes to evaluate student assimilation of the lesson contents
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Lesson Plan No. 41	Course Name: Human Resource Management Topic: Types & Stages of Human Resource Information System	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Identify different types of HRIS and their applications. Understand the stages and considerations in HRIS development. Apply HRIS knowledge through interactive activities.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> -Attributes of HRIS - Support of HRIS - Significance of HRIS - Define HRIS and its core functions in automating and streamlining HR processes. Highlight the benefits of implementing HRIS (e.g., improved efficiency, data accuracy, decision-making). Development (30 minutes) <ul style="list-style-type: none"> - Human Resource Information system and its description - Subsystems of HRIS - Steps of setting up an HRIS - Application of computerised HRIS - Benefits of HRIS - Limitations of HRIS <p>Exercise (5 Minutes)</p> <ul style="list-style-type: none"> -Summarizing
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://egyankosh.ac.in/bitstream/123456789/11219/1/Unit-8.pdf Human Resource Management by V.S. P Rao Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 42	Course Name: Human Resource Management Topic: HR Accounting	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define HR Accounting and its key concepts. Understand the benefits of implementing HR Accounting practices. Discuss different methods for valuing human capital. Identify the challenges and limitations of HR Accounting.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Introduction of Human Resource Accounting Definition of Human Resource Accounting Objectives of HRA Briefly introduce the concept of HR Accounting and its potential to quantify the financial worth of employees. Development (30 minutes) <ul style="list-style-type: none"> Explain HR Accounting as the practice of measuring and reporting the financial value of an organization's human capital. Discuss the advantages of employing HR Accounting, such as improved decision-making, increased talent retention, and better resource allocation. Human capital vs. human resources Cost vs. investment perspective in HR Different approaches to valuing human capital (e.g., cost approach, market approach, income approach) Benefits of HRA: informed decision-making, improved HR practices, talent management, investor relations Challenges of HRA: data measurement difficulties, subjective interpretations, integration with traditional accounting Exercise (5 Minutes) Think Pair Share
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://egyankosh.ac.in/bitstream/123456789/80371/1/Unit-15.pdf Human Resource Management by V.S. P Rao Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Conduct a short quiz with quick, true/false or multiple-choice questions to assess students' understanding of key concepts. <p>5 minutes to evaluate student assimilation of the lesson contents</p>



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Lesson Plan No. 43	Course Name: Human Resource Management Topic: Methods of Human Resource Accounting	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Identify the key HR accounting processes. Differentiate between the main types of HR accounting costs. Recognize the importance of effective HR accounting practices.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Methods of HRA Non- Monetary Benefits Compensable Factors Define HR accounting as the tracking and analysis of financial data related to human resources. Highlight its importance in strategic decision-making and cost control. Development (30 minutes) <ul style="list-style-type: none"> Explain the key steps involved in HR accounting, such as payroll processing, benefits administration, recruitment and training costs, and employee turnover expenses. Use diagrams or visuals to illustrate the flow of information. Differentiate between direct and indirect HR costs. Provide examples of each type (e.g., salaries vs. training expenses). Explain how HR accounting can help improve: <ul style="list-style-type: none"> Cost management and resource allocation Workforce planning and talent acquisition Compliance with employment regulations Exercise (5 Minutes) Think Pair and Share
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these.. Suggested Reading https://epgp.inflibnet.ac.in/epgpdata/uploads/epgp_content/S000023MA/P001194/M022414/ET/1504594675Quadrant1-Module37.pdf https://dde.pondiuni.edu.in/files/StudyMaterials/MBA/MBA4Semester/HRM/2HumanResourceAccounting.pdf Human Resource Management by V.S. P Rao <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Quick Quiz (alternative): Ask students to answer short questions



	<p>about the key concepts covered in the lesson. Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
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Lesson Plan No. 44	Course Name: Human Resource Management Topic: Introduction to HR Audit	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define HR Audit and its importance. Identify key areas covered in an HR Audit. Understand the benefits and challenges of conducting an HR Audit. Develop basic skills in planning and conducting an HR Audit.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Introduction to HR Audit Definition Features Need of HR Audit Define HR Audit as a systematic evaluation of an organization's HR practices, policies, and procedures. Highlight its purpose of ensuring compliance, efficiency, and alignment with business goals. Development (30 minutes) <ul style="list-style-type: none"> Concept of HR Audit Discussion on the features and scope of HR Audit Objectives of HR Audit Briefly explain the main areas of focus, such as recruitment and selection, performance management, compensation and benefits, training and development, employee relations, and legal compliance. Discuss the potential benefits like improved efficiency, reduced risk, and enhanced employee satisfaction. Briefly mention challenges like cost, time commitment, and resistance to change. Video Link https://m.youtube.com/watch?v=CFn_eZFX3TM <p>Exercise (5 Minutes)</p> <ul style="list-style-type: none"> One Minute Paper Briefly ask students to reflect on the key takeaways from the lesson in writing.



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading3. https://utkaluniversity.ac.in/wp-content/uploads/2022/06/HR-AUDIT.pdf4. Role-playing: Divide participants into two groups: one as HR professionals and one as employees. Human Resource Management by V.S. P Rao Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Google form Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 45	Course Name: Human Resource Management Topic: Process, techniques of HR Audit	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Identify the key benefits and objectives of conducting an HR audit. Explain the stages involved in the HR audit process. Discuss common techniques used in HR audits. Analyze the importance of HR audit findings for organizational development.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Start with a real-world scenario or case study highlighting an HR issue that could have been prevented through an effective audit (e.g., high employee turnover, discrimination lawsuit). Introduce the concept of HR audit as a systematic evaluation of HR practices and procedures. Discuss the benefits of HR audits, such as compliance with laws and regulations, improved HR effectiveness, cost reduction, and alignment with organizational strategy. Development (30 minutes) <ul style="list-style-type: none"> Explain the five main phases of an HR audit: <ul style="list-style-type: none"> Planning: Define scope, objectives, team, and timeline. Data Collection: Gather information through interviews, document reviews, surveys, and observation. Analysis: Evaluate compliance, effectiveness, and alignment with strategy. Reporting: Present findings and recommendations to stakeholders. Implement and monitor corrective actions. Briefly introduce common techniques used in each phase, such as: <ul style="list-style-type: none"> Document review: Policies, procedures, records, reports. Interviews: HR staff, managers, employees. Surveys: Assess employee morale, satisfaction, and perceptions. Observation: Analyze work processes and employee behavior. Video link https://www.youtube.com/shrmofficial



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading3. Hu SHRM HR Audit Guide: https://blog.vantagecircle.com/hr-audit/4. Human Resource Management by V.S. P Rao Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Quiz based on key learning points about HR audit. Spend 5 minutes to evaluate student assimilation of the lesson contents



Lesson Plan No. 46	Course Name: Human Resource Management Topic: International Employee Compensation	Course No.: MBA-204
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Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the key factors influencing international employee compensation packages. Identify the challenges and complexities of setting compensation for geographically dispersed employees. Explore best practices for designing fair and competitive international compensation packages.
Teaching Aids (if any)	Ppt presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Introduction to Compensation Management Objectives of the International Compensation Plan Employee aspirations from the Compensation Policy Development (30 minutes) <ul style="list-style-type: none"> Cost of Living: Explain the concept of purchasing power parity (PPP) and its role in adjusting salaries based on living expenses. Discuss tools like Mercer cost of living indices. Taxation: Highlight the complexities of international tax regimes and their impact on employee net pay. Benefits and Social Security: Compare and contrast different types of benefits offered around the world. Local Regulations: Emphasize the importance of complying with local labor laws and regulations Job Market and Competition: Explore how local job markets, industry standards, and competitor compensation practices influence international compensation strategy. <p>Activity</p> <ul style="list-style-type: none"> Case Study: Present a short real-world case study of an international compensation challenge (e.g., relocating an employee to a country with a higher cost of living). Video link https://tmgglobal.com/blog/what-is-global-compensation/



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..2. Suggested Reading WorldatWork Society for Human Resource Management: https://worldatwork.org/ Human Resource Management by V.S. P Rao Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.2. Quiz: Have participants answer short questions about key concepts like PPP, global benchmarking, and compliance challenges. Spend 5 minutes to evaluate student assimilation of the lesson contents