

Name of College: S. R. Luthra Institute of Management								
Faculty	Management			Program	Master of Business Administration (M.B.A.)			
Year	I			Version	2.0			
Semester	1			Effective From	June 2023			
Course Code	MGMB12204	Course Name	Human Resource Management					
Teaching Scheme					Examination Scheme			
Credits	Lecture (L)	Tutorial (T)	Practical (P)	ME	CE	SE	V	Total
4	4	0	0	30	40	50	---	120

**Course Outcomes:**

CO1	<i>Explain</i> various aspects of managing people, practices, and policies of Human Resource Management for organizational success.
CO2	<i>Analyse</i> the practices and policies of recruitment, selection, learning and development, performance management and reward system in a given organization.
CO3	<i>Design</i> job analysis, performance management and reward systems for a given role.
CO4	<i>Examine</i> IR practices within the legal ambit for reducing industrial conflicts and disputes.
CO5	<i>Examine</i> the changing role of HR in the strategic context with respect to the recent trends and contemporary issues.

**Mapping Course Outcomes to Program Outcomes:**

	PO1	PO2	PO3	PO4	PO5	PO6
CO1	3	2	2	3	3	1
CO2	3	2	2	2	2	2
CO3	2	3	1	2	2	2
CO4	2	2	3	3	1	1
CO5	2	3	3	2	3	2



Sr. No	Module	Description	CO	Marks	Hours
1	I	<b>Introduction to HRM:</b>	1,2,3,5	14	12
		• Meaning, Characteristics & Importance			
		• Functions			
		<b>Strategic HRM</b>			
		• Environmental factors influencing HRM			
		• Macro and Micro Dimensions affecting HR Policy			
		• Changing Role of HR Managers			
		<b>The Concept of Best Fit Employee</b>			
		• Job Analysis - Meaning, Process			
		• Job Design – Components & factors affecting Job design			
• HRP – Meaning, Process & Techniques of Demand & Supply Forecasting					
• Recruitment & Selection – Meaning & Process					
2	II	<b>Learning &amp; Development</b>	1,2,3	14	12
		• Socialization Process			
		• Learning - Meaning, Process & Techniques			
		• Development – Meaning & Method			
		<b>Performance Evaluation &amp; Management</b>			
		• Meaning, Process & Methods			
		<b>Job Evaluation</b>			
• Meaning, Process & Techniques					
<b>Reward Systems</b>					
• Meaning, Concept of Total Reward, Process of establishing pay rates					
3	III	<b>Industrial Relations</b>	1,4	12	9
		• Concept, Factors affecting & Approaches to Industrial relations			
		<b>Industrial Dispute &amp; Resolution</b>			
		• Definition, Factors leading to dispute, Methods of Dispute resolution (Statutory & Non-Statutory)			
		<b>Factory Act</b>			
• Definitions & Objectives					
• Provisions of Health, Safety & Welfare					
4	IV	<b>Social Security Benefits</b>	1,4,5	10	7
		• Overview of Social Security Benefits applicable in India i.e. Employee Provident Fund, Employee State Insurance, Maternity Benefit, Payment of Gratuity			
		<b>Contemporary Issues</b>			
		• Workforce Diversity			
		○ Meaning, Challenges & Strategies to manage diversity			
		• Talent Management			
		○ Meaning, Life cycle and Initiatives			
		• Quality of Work Life			
		○ Meaning, Concept, Techniques to improve QWL			
		• Competency Mapping			
○ Meaning & process					
• Knowledge Management					
○ Meaning & process					



## REFERENCES

<b>Books</b>	
1.	Aswathappa, K. (2009). <i>Organisational Behaviour</i> . Mumbai: Himalaya Publishing House.
2.	Buchanan, D. A. (2019). <i>Organisational Behavior</i> . Pearson UK.
3.	George, J. M. (2005). <i>Understanding and managing organisational Behaviour</i> . Upper Saddle River, NJ: Pearson Prentice Hall.
4.	Parikh, M. (2010). <i>Organisational Behaviour</i> . Tata McGraw-Hill Education.
5.	Robbins, S. P. (n.d.). <i>Organisational Behaviour</i> . Pearson, India.
<b>Journals</b>	
1.	Asian Journal of Management Case
2.	Harvard Business Review
3.	Indian Management
4.	Journal of Organizational Behaviour
5.	Journal of Organizational Behaviour Management
6.	People Matters

