MBA GENERAL SEM II

Course Title: Human Resource Management
Course Code: 15MB52C0

SEM II/ Year I   **L-T-P : 3-0-0**   **Credits : 3**

COURSE OUTCOMES

After completion of this course, the student will be able to develop

1. Integrated perspective on role of HRM in modern business
2. Ability to plan human resources and implement techniques of job design
3. Competency to recruit, train, and appraise the performance of employees
4. Rational design of compensation and salary administration and ability to handle employee issues

SYLLABUS

Introduction: Importance and Functions, Scope of HRM, Human Resource Management in a changing environment; **Manpower Planning:** Manpower planning process, Job Description and Job specification, Job analysis and Job design; Techniques of Job design. **HR Processes:** Employee Selection and Development - Recruitment, Selection and Induction, Training and Development, Performance Appraisal. Compensation Planning- Employee Compensation, Job evaluation, Employee Benefits and Welfare, Compensation and Salary Administration. **Governance:** Integration and Separation- Employee Discipline, Suspension, Dismissal and Retrenchment; Employee Grievance Handling, Trade Unionism, Collective Bargaining, Industrial Democracy. **New Trends in HRM:** HRM in India, HRM in International Firms, talent management, HR Accounting, HR Audit, HRIS.

RECOMMENDED TEXT BOOK

Dessler, Human Resource Management, Pearson Education, Eleventh edition, New Delhi, 2011.

REFERENCE BOOKS

1. Raymond Andrew Noe, John R. Hollenbeck, Barry Gerhart, Patrick M Wright, Human Resource Management, 8th Ed., The McGraw Hill Pub, 2012
2. Louis & Gomitz Mejia et. al: Managing Human Resources, 7th Ed., Pearson Education, 2011.