

# MANAGING HUMAN RESOURCES

**Course Code: MBAHR 10201**

**Credit Units: 04**

## Course Objective:

The course aims at offering students a comprehensive, current and industry based insight to the human resource management function. It further aims at building strong understanding of the subject and its application in the corporate world.

## Course Contents:

### Module I: Human Resource Management in perspective

Nature and scope of HRM, HRM functions, HRM models, understanding concepts of personnel management, Human Resource Development and Strategic Human Resource Management, HR Environment, changing Role of HR.

### Module II: Meeting Human Resource Requirements

Job Analysis, Job Description, Strategic Human Resource Planning, Recruitment, Selection Process, Methods – Interview, Tests, Placement and Induction

### Module III: Training & Developing of Employees

Training and Development, Understanding of performance management systems, potential appraisal, Career Development

### Module IV: Managing Compensation

Job evaluation, methods of job evaluation, strategic compensation, equity theory, components of pay structure, Designing and administration of wage and salary structure, Wage regulations in India.

### Module V: Employee Relations

Overview of Industrial Relations, Industrial disputes, Collective Bargaining, Workers Participation and Management, Grievance handling

### Module VI: Global trends in HRM

HR in the global village, Human Resource Information System (HRIS), HR Audit., Global trend & their Influence on HR practices

## Examination Scheme:

Components	P-1	C-1	CT-1	EE
Weightage (%)	10	10	20	60

## Text & References:

### Text:

- Snell S and Bohlander G (2007). Human Resource Management, Cengage Learning (Thomson Learning), Indian Edition.

### References:

- Dessler G (2005). Human Resource Management, TMH, New Delhi
- Mathis R L and Jackson J H (2006). Human Resource Management, Cengage Learning (Thomson Learning), 10<sup>th</sup> Edition, Indian Print.