GANPAT UNIVERSITY								
FACULTY OF MANAGEMENT STUDIES								
Programme	BBA Honours			Branch / Spec.		General		
Semester	IV			Version		1.0.0.0		
Effective from Academic Year		2025-26		Effective for the Batch Admitted in			July 2024	
Subject Code	BGEN204		Subject Name		AI in Human Resource Management (Swayam)			

Teaching Scheme						Examination Scheme (Marks)			
(Per week)	Lecture (DT)		Practical (Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	03	00	00	00	03	Theory	50	50	100
Hours	03	00	00	00	03	Practical	00	00	00

Pre-requisite:

Basic exposure of human resource management / organizational behavior

Objective:

To equip students with the knowledge and skills to ethically leverage AI in human resource management.

Learning Outcomes/Course Outcome

On successful completion of the course, the students will be able to:

CO1- Fully understand the concepts of AI and its relevance to the HR management.

CO2- Equip themselves with the knowledge of AI-based tools and systems.

CO3- Make organizations more vibrant and stable by embracing the developments in AI technology.

CO4- Undertake better management practices and decisions

Mapping of PO-CO and PSO-CO:

Course Outcome (CO) No.	PO-CO Mapping								PSO-CO Mapping					
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6
CO1	2	1	1	2	1	1	2	2	2	1	1	1	1	1
CO2	1	2	1	2	1	2	2	2	2	2	1	2	2	2
CO3	1	2	2	2	1	2	2	3	2	2	2	2	3	2
CO4	1	2	2	3	2	1	2	2	2	3	2	2	1	2

Theory Syllabus		
Unit	Content	Hrs.
1	Understanding AI Adopting AI in HR practices AI in Performance Management, Onboarding, Person-job fit AI in HR analytics, People analytics, SMART HRM Usage of AI in various functions of HR	20
2	Innovation & HR Challenges and Future Opportunities of AI in HRM Emerging Trends of AI in HRM AI tools and Employee Experiences AI and Company Culture and its concomitance with HR Practices	25
	Exam: Theory 100%. Swayam Exam OR Uni Exam	

Text Book:

Ben Eubanks (2018). Artificial Intelligence for HR: Use AI to Support and Develop a Successful Workforce. Kogan Page Publishers, 2018

Strohmeier, Stefan (2022). Handbook of Research on Artificial Intelligence in Human Resource Management. Edward Elgar Publishing, 2022

Reference Books:

Bhattacherjee, A. (2010). Social science research: Principles, methods, and practices. PHI Learning Private Limited.

Bryman, A. (2016). Social research methods. Oxford university press.

Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). Multivariate data analysis. Pearson Education India.

Sekaran, U., & Bougie, R. (2016). Research methods for business: A skill building approach. Wiley India.

Online Resource:

	NPTEL Course (3 credit) in Jan Cycle (12 week) By Prof. Abraham Cyril Issac by IIT Guwahati https://onlinecourses.nptel.ac.in/noc25_mg05/preview

* Swayam portal Evaluation 30:70 is to be converted with 50:50 in proportion as per the Degree awarding rule.