

GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme		Master of Business Administration				Branch/Spec.	Marketing/Finance/HR/International Business/Entrepreneurship/SCM		
Semester		II				Version	1.0.0.2		
Effective from		Academic Year		2022-23		Effective for the batch Admitted in			June 2022
Subject code		3IIA06HRM		Subject Name		HUMAN RESOURCES MANAGEMENT			
Teaching scheme						Examination scheme (Marks)			
(Per week)	Lecture(DT)		Practical(Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	4	0	0	0	4	Theory	60	40	100
Hours	4	0	0	0	4	Practical	-	-	-
Pre-requisites:									
Learning Outcome:									
: This course exposes students to the critical tasks and functions of Human Resources Management and understands the dynamics and processes of labour management relations. It helps students appreciate relevant tools and techniques to internalize and critical functions of human resources management, and sensitize students to human resources developments processes.									
Course Outcomes									
3IIA06HRM.CO1: Understanding the key concepts and functions of Human Resource Management in relation to evolving trends and HR strategies within organizations. 3IIA06HRM.CO2: Apply the principles of HR planning, job analysis, and sourcing strategies to design effective recruitment and selection systems. 3IIA06HRM.CO3: Assess employee training, development, and performance management frameworks to enhance retention and engagement. 3IIA06HRM.CO4: Develop innovative approaches to manage employee separation, compensation, and job evaluation aligned with organizational ethics and change needs.									
Theory syllabus									
Unit	Content								Hrs
1	Introduction to Human Resource Management: Nature and the development of personnel management, trends in Human resource management (HRM), Strategy And Analysis, human resources information systems (HRIS), Job Analysis								10
2	Personnel planning and recruiting: Human resources planning definition, purposes. Recruiting: Need, Sources recruitment, procedures, job description, job specification. Selection, the selection procedure, the design of application form, selection methods, the offer of employment, and referencing.								20
3	Training and development Employees: purpose, methods. Performance Management and Appraisal: definition, purpose of appraisal, procedures. Managing Employee Retention and Engagement.								15
4	Termination of employment: retirement, resignation, and termination of contract: layoff and exit interviews. Dealing with the human aspects of terminations: procedures for terminations, counseling, training and notice of dismissal. Job evaluation for benefits and services								15
Practical content									
Text Books									

1	Dessler, Gary Human resource management/Gary Dessler. 13th ed. ISBN-13: 978-0-13-266821-7 (hardcover: alk. paper) 2013
Reference Books	
1	Bratton J and Gold J- <i>Human Resource Management: Theory and Practice</i> (Palgrave, 2003)
2	Gomez-Mejia et al- <i>Managing Human Resources</i> (Pearson Education, 3 rd edition),
3	Ivansevich- <i>Human Resource Management</i> (Tata McGraw-Hill)
4	Aswathappa- <i>Human Resource Management</i> (Tata McGraw-Hill) HR and PM, 2003, 3 rd ed.
5	Dessler- <i>Human Resource Management</i> (Prentice-Hall, 9 th edition)
6	A.K.Singh, B.R.Duggal, Puneet Mohan- <i>Human Resource Management and Development</i> (Sun India Publication, 2004).
7	Mamoria, Mamoria & Gankar- <i>Dynamics of Industrial Relations in India</i> , Himalaya.
8	Gary Dessler- <i>Human Resource Mgt.</i> , Pearson/PHI
9	V.S.P. Rao- <i>Human Resource Management</i> , Excel Book
10	G.P.Sinha and P.R.V.sinha – <i>Industrial Relations and Labour Legislation in India</i> , Himalaya
11	P.L.Rao- <i>Human Resource Management</i> , Excel Books.
12	Baron– <i>Strategic Human Resources : Framework for general Managers</i> -John Wiley
13	S. C. Gupta– <i>Text Book of International HRM</i> – Macmillan
14	Greer– <i>Strategic Human Resource Management</i> – Pearson
15	Mamoria and mamoria– <i>Dynamics of Industrial Relation</i> , Himalaya Publishing
16	Venkat Ratnam– <i>Globalization and Labour Mgt. Relations</i> , Sage Publications, New Delhi

Note: Version 1.0.0.0 (First Digit= New syllabus/Revision in Full Syllabus, Second Digit=Revision in Teaching Scheme, Third Digit=Revision in Exam Scheme, Forth Digit= Content Revision)

L=Lecture, TU=Tutorial, P= Practical/Lab., TW= Term work, DT= Direct Teaching, Lab.= Laboratory work

CE= Continuous Evaluation, SEE= Semester End Examination

Mapping of CO with PO and PSO:

Semester 2: Course Name: 3IIA06HRM HUMAN RESOURCES MANAGEMENT							
Course outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7
3IIA06HRM.CO1	3	2	1	2	2	3	-
3IIA06HRM.CO2	3	3	1	3	2	3	1
3IIA06HRM.CO3	3	3	1	2	1	2	1
3IIA06HRM.CO4	3	3	2	2	3	3	1

Semester 2: Course Name: 3IIA06HRM HUMAN RESOURCES MANAGEMENT			
Course outcomes	PSO1	PSO2	PSO3
3IIA06HRM.CO1	2	3	2
3IIA06HRM.CO2	3	3	2
3IIA06HRM.CO3	3	3	2
3IIA06HRM.CO4	3	1	3