

Programme: Integrated MBA Hospitality, Travel and Tourism

Course Code: BBCB003

Number of Credits:

Title of the Course: Human Resource Management 1

Objective

Build competence in basic Manpower planning, Job Analysis, Recruitment and selection, within an organization.

Contents

- Introduction to Human Resource Management-Objectives, functions, organization of HR Department. (4 Hrs)
- HR Environment&Strategic role of HRM (5 Hrs)
- Manpower planning(5 Hrs)
- Job Analysis & job Design and employee involvement(4 Hrs)
- Succession Planning.(4 Hrs)
- Recruitment & Selection: internal and external sources of recruitment, process of recruitment and selection, techniques used in the selection process, Evaluation. (6 Hrs)
- Employee Placement (2 Hrs)

Pedagogy

lectures/ tutorials/laboratory work/ field work/ outreach activities/ project work/ vocational training/viva/ seminars/ term papers/assignments/ presentations/ self-study/ Case Studies etc. or a combination of some of these. Sessions shall be interactive in nature to enable peer group learning.

Suggested Reading

1. K. Aswathappa, 'Human Resource Management', Tata McGraw-Hill Education, 6th edition or later.
2. Snell, Bohlander,Vohra, 'Human Resource management', -Cengage learning , latest edition
3. Gary Dessler, 'Human Resource Management', Pearson publication, latest edition

Code BBCB004

Objective

Human Resource Management 2

Credits 2

Introduce the students to the training and development function, performance management, compensation and employee benefits, within an organization.