

Name of the Programme - MBA

Course Code - MGA-506

Title of the Course - Human Resource Management

Number of Credits - 4 credits

Effective from – 2022-2023

Prerequisites for the course:	Nil	
Objective:	To understand the Human Resource practices of a firm.	
Content:	Unit I Fundamentals of HR Management Concepts and Perspectives, Corporate objectives and challenges of HR, Job Analysis: Job description and Job Specifications, Human Resource Planning: Demand and Supply, Downsizing and Retention	15 hours
	Unit II Human Resource Functions Recruitment and Selection, Compensation and Reward Management: Job Evaluation, methods and types of compensation, Performance Management, Potential assessment and Competency development, Training and Development: Training process and methods	15 hours
	Unit III Employee Relations and Trade Unions Trade Union movement and status in India, Politics and Unions, Negotiations, Grievance Redressal, Dispute Resolution and Conflict Management, Employee Empowerment, Employee health orientation and managing Sickness/Absenteeism at workplace	15 hours
	Unit IV Organizational strategy Structure, culture and change, and their implications for HRM, Technology in HR, Green HRM and Sustainability, Introduction to International HRM	15 hours
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.	
References/ Readings	1. CaNoe R A, Hollenbeck JR, Gerhart B and Wright P M, 'Human Resource Management' – Gaining a competitive advantage, McGraw Hill, Latest Edition 2. Dessler, Gary; 'A Framework for Human Resource Management'; Pearson Education India; Latest Edition. 3. Armstrong M, Taylor S; 'Armstrong's Handbook of Human Resource Management Practice', Kogan Page, Latest Edition	
Course Outcomes	An ability to take basic decisions in Human Resource Management	

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