

<u>Prerequisites for the course:</u>	Nil	
<u>Objective:</u>	To familiarize with Human Resource Management (HRM) concepts and processes.	
<u>Content:</u>	<p>Fundamentals of HR Management; Challenges of HR; Job Analysis: Job description and job Specification; Human Resource Planning: Demand and Supply; Downsizing and Retention; Hiring Fundamentals; Sources of Recruitment</p> <p>Performance Management: Organizational and Individual potential assessment and competency development. Performance management errors</p> <p>Talent Management: Developing Talent; Role of Learning and Development: Training process and methods; Impact of Learning interventions</p> <p>Compensation and Reward Management: methods and types of compensation; Importance of Employee Relations and Trade Unions. Grievance Redressal, Dispute Resolution and Conflict Management.</p>	<p>6 hours</p> <p>8 hours</p> <p>8 hours</p> <p>8 hours</p>
<u>Pedagogy:</u>	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.	
<u>References/Readings</u>	<ol style="list-style-type: none"> 1. Beardwell, Ian and Len Holden; 'Human Resource Management'; Macmillan India Ltd.; Latest edition. 2. Dessler, Gary; 'A Framework for Human Resource Management'; Pearson Education India; Latest Edition. 3. Brian E. Becker; Mark A. Huselid; Mark A Huselid; David Ulrich; The HR Scorecard: Linking People, Strategy, and Performance; HBR Press; 2001 or Latest edition 4. Tracey Smith; HR Analytics: The What, Why and How; Numerical Insights LLC; 2017 or Latest edition 5. Dipak Kumar Bhattacharya; HR Analytics – Understanding theories and Applications, Sage, 2017 or Latest edition 	
<u>Learning Outcomes</u>	1. An ability to take HR decisions	