



TEACHING PLAN: HUMAN RESOURCE MANAGEMENT

SCHOOL: (ASOM) ALABBAR SCHOOL OF MANAGEMENT		ACADEMIC SESSION: 2023 – 2024		MBA SEMESTER-II FOR STUDENTS' BATCH: 2023-25	
1	Course No.	MGTM – 203			
2	Course Title	HUMAN RESOURCE MANAGEMENT			
3	Credits	4			
4	Learning Hours	Contact Hours		60	
		Assessment		40	
		Total hours		100	
5	Course Objective	This module introduces the students with the key concepts, theories, tools & techniques of human resource management. The range of concepts that students will be introduced to include philosophy of HRM, human resource planning, job analysis, recruitment & selection, training & development, compensation & labour relation. By the end of the module, students will be fully equipped with the skills & techniques required to plan & manage the human resource in the organization.			
6	Course Outcomes	<p>After completing the course, the students will be able to:</p> <p>CO1: Understand basic nature and importance of human resource management.</p> <p>CO2: Analyse the current theory and practice of recruitment and selection.</p> <p>CO3: Realize the importance of performance management system in enhancing employee performance.</p> <p>CO4: Recommend actions based on results of the compensation analysis and design compensation schemes that are cost effective, that increase productivity of the workforce, and comply with the legal framework.</p> <p>CO5: Understand role of modern HRM in meeting challenges of changing business environment.</p>			
7	Outline syllabus:				
7.01	Unit	Sub-Unit	Introduction	Page Numbers*	Lectures
7.02	Unit I	a)	Definition and concept of HRM and personnel Management, Importance of HRM https://www.youtube.com/watch?v=zAy6xT8Rvag https://www.youtube.com/watch?v=ugabGLiB-iE	T1:02-03	3
		b)	Activities and functions of HRM, Organization of H.R.M. department https://www.sscasc.in/wp-content/uploads/downloads/BBM/Human-Resource-Management.pdf https://www.youtube.com/watch?v=IevHTKVeQIU	T1:04-05	3

		c)	Role of HRM Department, Limitations of HRM, Challenges before HRM. https://www.toppr.com/guides/business-management-and-entrepreneurship/human-resource-management/importance-and-limitations-of-hrm/ https://www.youtube.com/watch?v=c-x0-F534k	T1:12-17	3
7.03	Unit II	a)	Definition and objectives of Human Resource Planning https://www.himpub.com/documents/Chapter1660.pdf https://www.youtube.com/watch?v=jA-ZdKgNzio		2
		b)	Process of Human Resource Planning, Factors influencing estimation of Human Resources. https://www.himpub.com/documents/Chapter1660.pdf https://www.youtube.com/watch?v=jA-ZdKgNzio		3
		c)	Concept of Recruitment, Recruitment policy http://www.dspmuranchi.ac.in/pdf/Blog/unit%202%20p2.pdf https://www.tutorialspoint.com/recruitment_and_selection/recruitment_and_selection_tutorial.pdf https://www.youtube.com/watch?v=fWG-bwTKVXk	T1:169-188	3
		d)	Sources of Recruitment, Selection and its procedure. http://www.dspmuranchi.ac.in/pdf/Blog/unit%202%20p2.pdf https://egyankosh.ac.in/bitstream/123456789/14932/1/Unit-4.pdf http://www.dspmuranchi.ac.in/pdf/Blog/unit%202%20p2.pdf https://www.youtube.com/watch?v=fWG-bwTKVXk	T: 213-245	3
7.04	Unit III	a)	Concept and objectives of Performance Appraisal https://core.ac.uk/download/pdf/18505222.pdf https://www.youtube.com/watch?v=A4GklhGISxM	T1:338-341	3
		b)	Process of Performance Appraisal, Methods of Performance Appraisal https://www.egyankosh.ac.in/bitstream/123456789/25736/1/Unit-6.pdf https://www.youtube.com/watch?v=A4GklhGISxM	T1: 343-357	3
		c)	Uses and limitations of Performance Appraisal https://www.yourarticlelibrary.com/human-resource-development/advantages-and-disadvantages-of-performance-appraisal-of-employees/32370 https://www.yourarticlelibrary.com/performance-appraisal/top-8-limitations-of-performance-appraisal-system-employee-management/25984	T: 358-361	3
7.05	Unit IV		Meaning and Definition of Training http://www.dspmuranchi.ac.in/pdf/Blog/unit%204%20hrm%20part%202.pdf	T1:296-301	2

		a)	https://www.youtube.com/watch?v=5Zn6Cc8-snA		
		b)	Need, objectives and importance of Training http://gdcganderbal.edu.in/Files/a8029a93-30ad-4933-a19a-59136f648471/Custom/HRM%202.docx25.pdf92.pdf	T1:301	3
		c)	Training Methods, Evaluation of Training Programme. https://daimsr.in/pdf/elearning/sem3/training_methods_td.pdf https://www.businessstudynotes.com/hrm/training-development/training-evaluation-methods/ https://www.youtube.com/watch?v=jRmkQBccr6o&list=RDCMUChZKqB_5RTTgCbKDpQkyk2w&start_radio=1&v=jRmkQBccr6o&t=2	T1:303-312	2
		d)	Concept of Management Development, Management Development Process and methods https://www.economicdiscussion.net/management/management-development-in-hrm-meaning-concept-need-techniques-and-programme/31485 https://www.egyankosh.ac.in/bitstream/123456789/25722/1/Unit-13.pdf https://www.youtube.com/watch?v=hwP2CawIH2Y	T1:313-318	3
		e)	Evaluation of Management Development Programme https://indiafreenotes.com/importance-evaluation-of-mdp/ https://www.wisdomjobs.com/e-university/hr-management-tutorial-69/implementing-and-evaluating-management-development-programmes-8968.html https://www.youtube.com/watch?v=27dciohIo_U		2
7.06	Unit V	a)	Methods of wage payments, Employee Remuneration https://www.sitsitamarhi.ac.in/wp-content/uploads/2020/04/file_5e9140fd5b30a.pdf https://www.mmcmadinagar.ac.in/econtent/commerce/wages-payment.pdf https://fddocuments.in/document/method-of-wage-payment.html https://www.youtube.com/watch?v=ZcODusoF5A8 https://www.youtube.com/watch?v=-NgE2GFeYM4		2
		b)	factors determining the level of remuneration, Profit sharing https://www.lnjpitchapra.in/wp-content/uploads/2020/04/file_5e9dac6a8d449.pdf http://www.jiwaji.edu/pdf/ecourse/management/methods%20of%20remuneration.pdf https://www.egyankosh.ac.in/bitstream/123456789/25735/1/Unit-7.pdf https://www.youtube.com/watch?v=VXFacGOR-_s		1

		c)	<p>Fringe Benefits and Employee services https://nscpolteksby.ac.id/ebook/files/Ebook/Hospitality/Human%20Resource%20Management%20in%20the%20Hospitality%20Industry%20(2005)/14.%20Chapter%2013%20-%20Fringe%20benefits.pdf https://www.economicdiscussion.net/human-resource-management/fringe-benefits-in-hrm-meaning-objectives-importance-and-types/31633 https://www.youtube.com/watch?v=DmhGBxUXtLs</p>		1
		d)	<p>Wages & Salary Administration https://www.sitsitamarhi.ac.in/wp-content/uploads/2020/04/file_5e9140fd5b30a.pdf https://www.lkouniv.ac.in/site/writereaddata/siteContent/202004161028054465pravish its Human Resource Management.pdf https://www.youtube.com/watch?v=gDp-9PIPA_Y</p>		2
		e)	Tutorial Classes		3
8	Course Evaluation				
8.1	CA: 40%				
8.1.1	Attendance	5 marks			
8.1.2	Homework	4 Assignments, Project and Presentation - 20 marks			
8.1.3	Quizzes	4 Quizzes, Class tests- 15 marks			
8.1.4	Any other	--			
8.2	MTE	20%			
8.3	End-term examination: 40%				
9	Text Books & References				
9.1	Text book	1. Dessler Gary & Varkkey Biju. (2010). Human Resource Management, 11 th ed. Pearson			
9.2	References	<p>1. Gomez-Mejia L. R. Balkin D. B. & Cardy R. L. (2008). <i>Managing human resources</i>. 4thed, Pearson education inc.</p> <p>2. Rao, V.S.P. (2006). Human Resource Management – Text and cases, 2th ed. Excel book.</p> <p>3. https://www.sscasc.in/wp-content/uploads/downloads/BBM/Human-Resource-Management.pdf</p> <p>4. https://www.toppr.com/guides/business-management-and-entrepreneurship/human-resource-management/importance-and-limitations-of-hrm/</p> <p>5. https://www.himpub.com/documents/Chapter1660.pdf</p> <p>6. https://www.himpub.com/documents/Chapter1660.pdf</p> <p>7. http://www.dspmuranchi.ac.in/pdf/Blog/unit%202%20p2.pdf</p> <p>8. https://www.tutorialspoint.com/recruitment_and_selection/recruitment_and_selection_tutorial.pdf</p> <p>9. http://www.dspmuranchi.ac.in/pdf/Blog/unit%202%20p2.pdf</p> <p>10. https://egyankosh.ac.in/bitstream/123456789/14932/1/Unit-4.pdf</p> <p>11. http://www.dspmuranchi.ac.in/pdf/Blog/unit%202%20p2.pdf</p> <p>12. https://core.ac.uk/download/pdf/18505222.pdf</p> <p>13. https://www.egyankosh.ac.in/bitstream/123456789/25736/1/Unit-6.pdf</p> <p>14. https://www.yourarticlelibrary.com/human-resource-development/advantages-and-disadvantages-of-performance-appraisal-of-employees/32370</p> <p>15. https://www.yourarticlelibrary.com/performance-appraisal/top-8-limitations-of-performance-appraisal-system-employee-management/25984</p> <p>16. http://www.dspmuranchi.ac.in/pdf/Blog/unit%204%20hrm%20part%202.pdf</p> <p>17. http://gdcganderbal.edu.in/Files/a8029a93-30ad-4933-a19a-59136f648471/Custom/HRM%202.docx25.pdf92.pdf</p> <p>18. https://daimsr.in/pdf/elearning/sem3/training_methods_td.pdf</p> <p>19. https://www.businessstudynotes.com/hrm/training-development/training-evaluation-methods/</p> <p>20. https://www.economicdiscussion.net/management/management-development-in-hrm-meaning-concept-need-techniques-and-programme/31485</p>			

		<ol style="list-style-type: none"> 21. https://www.egyankosh.ac.in/bitstream/123456789/25722/1/Unit-13.pdf 22. https://indiafreenotes.com/importance-evaluation-of-mdp/ 23. https://www.wisdomjobs.com/e-university/hr-management-tutorial-69/implementing-and-evaluating-management-development-programmes-8968.html 24. https://www.sitsitamarhi.ac.in/wp-content/uploads/2020/04/file_5e9140fd5b30a.pdf 25. https://www.mmcmadinagar.ac.in/econtent/commerce/wages-payment.pdf 26. https://fddocuments.in/document/method-of-wage-payment.html 27. https://www.lnjpitchapra.in/wp-content/uploads/2020/04/file_5e9dac6a8d449.pdf 28. http://www.jiwaji.edu/pdf/ecourse/management/methods%20of%20remuneration.pdf 29. https://www.egyankosh.ac.in/bitstream/123456789/25735/1/Unit-7.pdf 30. https://nscpolteksby.ac.id/ebook/files/Ebook/Hospitality/Human%20Resource%20Management%20in%20the%20Hospitality%20Industry%20(2005)/14.%20Chapter%2013%20-%20Fringe%20benefits.pdf 31. https://www.economicdiscussion.net/human-resource-management/fringe-benefits-in-hrm-meaning-objectives-importance-and-types/31633 32. https://www.sitsitamarhi.ac.in/wp-content/uploads/2020/04/file_5e9140fd5b30a.pdf 33. https://www.lkouniv.ac.in/site/writereaddata/siteContent/202004161028054465pravish_its_Human_Resource_Management.pdf
9.3	Video References	<ol style="list-style-type: none"> 1. https://www.youtube.com/watch?v=zAy6xT8Rvag 2. https://www.youtube.com/watch?v=ugabGLiB-iE 3. https://www.youtube.com/watch?v=IevHTKVeQIU 4. https://www.youtube.com/watch?v=c-x0_-F534k 5. https://www.youtube.com/watch?v=jA-ZdKgNzio 6. https://www.youtube.com/watch?v=fWG-bwTKVXk 7. https://www.youtube.com/watch?v=A4GklhGISxM 8. https://www.youtube.com/watch?v=5Zn6Cc8-snA 9. https://www.youtube.com/watch?v=jRmkQBccr6o&list=RDCMUChZKqB_5RTTgCbKdPQkyk2w&start_radio=1&rv=jRmkQBccr6o&t=2 10. https://www.youtube.com/watch?v=hwP2CawIH2Y 11. https://www.youtube.com/watch?v=27dciohIo_U 12. https://www.youtube.com/watch?v=ZcODusoF5A8 13. https://www.youtube.com/watch?v=-NgE2GFeYM4 14. https://www.youtube.com/watch?v=VXFacGOR-_s 15. https://www.youtube.com/watch?v=gDp-9PIPA_Y 16. https://www.youtube.com/watch?v=DmhGBxUXtLs

* Note: T1: First Text Book

Mapping of Outcomes v. Topics

Outcome no. → Syllabus topic ↓	1	2	3	4	5
Paper Code.Unit I (a) to (c)	✓				
Paper Code.Unit II (a) to (d)		✓			
Paper Code.Unit III (a) to (c)			✓		
Paper Code.Unit IV (a) to (e)				✓	
Paper Code.Unit V (a) to (e)					✓