

MBA I Year	MBA-C204		Semester-II		
	Human Resource Management				
Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Semester Examination (ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
3 Hrs.	30 (20+10)	70	100	03	40

OBJECTIVE: In a complex world of industry and business organizational efficiency is largely dependent on the contribution made by the members of the organization. The objective of this course is to sensitize to the various facets of managing people and to create an understanding of the various policies and practices of human resource management.

- Concepts, Nature ,Scope and significance of HRM, Evolution , Human Resource Management in a Changing Environment. **(8 hours)**
- Human Resource Planning, Factors effecting HRP, Process of Human Resource Planning, Demand and Supply Forecasting. **(8 hours)**
- Job analysis, Recruitment & Selection, Induction, Transfer, Promotion, Whistle Blowing, Demotions and separations. **Case study1:** A “hotel within a hotel” in Bangkok. **(8 hours)**
- Training and Development, Performance Appraisal and Potential Appraisal, Job Evaluation, Wage and salary administration. **(8 hours)**
- Employee Welfare, Grievance Management and Employee Empowerment, Counselling, Safety and Health, Collective Bargaining; **Case study2:** Anand Automotive Limited: leadership development process for creating strategic impact. **(8 hours)**

SUGGESTED READINGS:

1. Ashwathappa, K. (2011). *Human Resource Management: Text & Cases*. Tata McGraw Hill, New Delhi.
2. Amos, L.T., Ristow, A., Ristow, L & Pearse, J.N. (2008). *Human Resource Management*. Juta & Co. Ltd, Cape Town.
3. Armstrong, M. (2008). *Strategic Human Resource Management: A Guide to Action*. Kogan Page Ltd, London.
4. Banfield, P., & Kay, R. (2012). *Introduction to Human Resource Management*. Oxford University Press, New York,
5. Bhardwaj, Rajul(2012). *Human Resource Management*. D.P.S, Publishing House,New Delhi.
6. Kumar, R. (2011). *Human Resource Management: Text & Cases*. I.K International Publishing House Pvt. Ltd, New Delhi.
7. Mathis, L. R., & Jackson, H.J. (2011). *Human Resource Management: Essential Perspective*. South.Western Cengage Learning, USA.
8. Price, A. (2011). *Human Resource Management*. South Western Cengage Learning, USA.
9. Martin, J. (2009). *Human Resource Management*. Sage Publication, California.
10. **Case study1:** <https://www.emeraldinsight.com/doi/full/10.1108/20450621211291860>
11. **Case study2:** <https://www.emeraldinsight.com/doi/full/10.1108/EEMCS-02-2013-0013>

NOTE: The list of cases, specific references and books including recent articles will be announced in the class by concerned teachers from time to time.