

COURSE PLAN

Subject: Human Resource Management -Industrial Relations

CLASS: IV Sem BBA11B

Date of commencement of Classes- 5th February 2018

Course Objectives:

Human Resource Management (HRM) is to give students the knowledge, understanding and key skills that are required by today's HR

Modules/Units	Topic	No of Hours	Method of Teaching	Prerequisites- Readings/Assignments	Supplementary Reading	Unit Outcomes	
UNIT 1	Introduction: Meaning and significance of HRM, Evolution and Development of HRM; Functions of HRM; Objectives of HRM; Process of HRM Organization design and HRM Human Resource Planning; HR Planning at different levels; Control and Review mechanism in HR planning.	9	Opening Case Study Chalk and Talk, Lecture with PPT and Discussions and Videos	P. Subba Rao, "Essentials of Human Resource Management and Industrial Relations: Text, Cases and Games", Mumbai, Himalaya, 2000	https://www.coursera.org/learn/managing-human-resources/lecture/cICIQ/video-the-historical-evolution-of-hrm	Students will understand about Evolution, and Process of HRM and How to go about planning in a Company.	
			Closing Case Study				
UNIT 2	Recruitment: - Definition, Objectives and Complexity Corporate Objectives and Recruitment Sources of Recruitment- Internal and External Modern sources and Traditional Sources Techniques of Recruitment -Internal and External Modern sources and Traditional Techniques Assessment of Recruitment Programme.	12	Opening Case Study Opening Case Study	Human resource management AUTHOR: L.M.Prasad PUBLICATION SULTHAN CHAND AND SONS	https://www.topechelon.com/blog/placement-10-critical-recruitment-process-steps/	The unit deals Recruitment, Sources and techniques.	
			Closing Case Study				
			Closing Case Study Opening Case Study				
			Closing Case Study Opening Case Study				
UNIT 3	Selection, Placement and Induction: Definition ,Selection Procedure Tests, and Different types of tests Interviews: Different types of Interviews, Placement, Definitions Procedure of Placement	15	Closing Case Study Opening Case Study Lecture with PPT, Business Games and Problem solving.	Human resource management AUTHOR: L.M.Prasad PUBLICATION SULTHAN CHAND AND SONS	HR cant change company culture by itself - Rebecca Newton	Through Management games, students will understand the procedure of Selection procedure	
			Closing Case Study Opening Case Study				
			Closing Case Study Opening Case Study				

	Induction and Procedure Human Resource Development Concept and Significance of HRD HRD framework Techniques of HRD Functions of Human Resource Development HRD tasks and Line Manager Performance Appraisal Performance Evaluation to Performance Analysis and Development Methods of Performance Development System of Performance Appraisal Counseling:		Closing Case Study Opening Case Study Lecture with PPT, Mock Interviews and Management Games Closing Case Study	Human Resource And Personnel Management K Aswathappa Tata McGraw-Hill Education, 2005 - Personnel management	https://www.oecd.org/investment/toolkit/policyareas/humanresourcedevelopment/Chapter%208%20HR%20Development.pdf	This unit makes students understand tasks and techniques used in developing HR
UNIT 4		17				
UNIT 5		12	Opening Case Study Chalk and talk, Discussions, Lecture Corporate counseler meet, Closing Case Study	Human resource management AUTHOR: L.M.Prasad PUBLICATION SULTHAN CHAND AND SONS	http://www.hrwaile.com/performance-management/performance-appraisal-methods/	Different types of approaches like traditional method and modern methods, how appraisal helps employee to improve and grow in their field

No. of Teaching Hrs- 61

No. of Library Hrs- 1

No. of Assessment Hrs- 2

No. of Hrs. for revision and Question Paper Solving- 5

No. of documentaries to be screened: 4

Service Learning (if any)

Guest Lectures (if any) : 1

Any Links:

<http://www.hrwaile.com/performance-management/performance-appraisal-methods/>

Course Outcome:

Industry/Professional Skills:

Human Resource Management (HRM) is to give students the knowledge, understanding and key skills that are required by today's HR professionals and to enable Human Values: Treating employees equally.

Course Teacher: Mrs. Deepali V. Pitre and Ms. Pallavi K J

Academic Co-ordinator

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No. of Students Presentation- 6

No. of Hand-Outs: 2

No. of writing exercises: 4