

| Course Type | Course Code | Name of Course | L | T | P | Credit |
|-------------|-------------|-------------------------|---|---|---|--------|
| DC | EMSC511 | Managing Human Resource | 3 | 0 | 0 | 3 |

| Course Objective |
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| To provide foundational knowledge and skills in managing people within organizations, focusing on recruitment, training, performance management, and employee relations. |
| Learning Outcomes |
| Students will be able to apply core HR practices like recruitment, training, and performance evaluation effectively. They will understand ethical responsibilities in HR, ensuring compliance and fair treatment. Additionally, students will develop skills in workforce planning and fostering an inclusive workplace culture. |

| Unit No. | Topics to be Covered | Lecture Hours | Learning Out come |
|----------|---|---------------|---|
| 1 | Definition and Concept of HRM; Challenges and the Changing Role of HR; Current Trends affecting HRM | 4 | Students will understand the fundamental concepts of HRM, recognize evolving HR roles and challenges, and explore current trends shaping the HR field. |
| 2. | Strategic HRM: Strategic Management Process; People as Competitive Advantage; Strategic Human Resource Management Tools- Strategy Map, and Benchmarking | 4 | The student will get an overview about the use of strategies in human resource management and also acknowledge the role of people in providing competitive advantage. |
| 3. | Human Resource Planning- HR Demand and Supply Forecasting; Job Analysis- Workflow Analysis; Job Description, Competency-Based Job Analysis. | 8 | Students will learn to forecast HR demand and supply, conduct job and workflow analyses, and create job descriptions, including competency-based frameworks, to align roles with organizational needs. |
| 4. | Recruitment and Selection: Sources of Recruitment; Offshoring and Outsourcing Jobs; Diversity recruiting; Selection Tests; Interviews; Avoiding Errors. | 8 | Students will learn effective recruitment and selection strategies, including sourcing methods, offshoring, outsourcing, diversity recruitment, selection tests, interviewing techniques, and minimizing hiring errors. |
| 5. | Managing Performance: Performance Appraisal and Performance Management; Training & Development. | 8 | Students will understand how to implement effective performance management systems, conduct performance appraisals, and design training and development programs to enhance employee productivity. |
| 6. | Compensation: Types & Benefits; Performance and Financial Incentives. | 6 | Students will understand various types of compensation, benefits, and performance-based financial incentives to design effective reward systems that drive employee motivation and organizational success. |

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| 7. | Case Studies | 4 | The student will be provided with real life cases of organizations |
| | Total | 42 | |

Text Books:

1. Dessler and Varkkey: Human Resource Management

Reference Books:

1. Aswathappa: Human Resource Management