M.Com (HRD)
I Semester
PAPER CRH402: HUMAN RESOURCE MANAGEMENT

Workload: 3 hours Lecture and 2 hours Tutorial per week: Total 4 Credits

Objective: To make the learner understand the basic functioning of organisations from the human resource point of view and to explore the role of people and the functions related to employees in organisations.

Unit -1: The Strategic Role of Human Resource Management: Evolution and Growth - Objectives and Functions, Human Resource Department: Structure, Changing roles, outputs and competencies of HR practitioners - Globalisation and Future of SHRM in Dynamic Environment - High Performance work systems (HPWS).

Unit -2: Staffing the Organisation: Introduction – Human Resource Planning – Job Analysis – Competency-based Job Analysis - Recruitment – Sources and Methods - Selection Process, Placement, Induction, Internal Mobility and Separations – Recent Trends.

Unit -3: Developing Effectiveness in Human Resources: Career Management - Training Vs Development, Types of Training, Executive Development – Methods of Management Development – Succession Planning - Knowledge Management- Concepts and Process – Recent Trends.

Unit -4: Evaluating Performance and Managing Compensations: Performance Appraisal – Methods of Performance Appraisal – Potential Appraisal – Strategic Compensation Planning - Incentives and Employee Benefits – Incentive pay plans – Individual, Group and Organisation-wide Incentives – Recent Trends in Executive Compensation.

Unit -5: Human Capital Relations and Organisational Exit: Principles of Relationship Management – Prevention and Settlement of industrial Disputes – Grievance Management – Collective Bargaining –HR Audit- Disciplinary Procedure. Organisational Exit: Voluntary Retirement Vs Compulsory Retirement – Exit Policy – Exit Interview – Downsizing – Retraining and Redeployment, Managing the Ageing Workforce – Recent Trends.

References:

1. Gangaram Singh, R Nandagopal, R.G Priyaadardini, Strategic Human Resource Management in a Global Economy, Excel Books, New Delhi.
2. Nayantara Padhi 'Strategic Human Resource Management Theory and Practice, Atlantic Publishers & Distributors, New Delhi.
3. PVL Raju and Nagasudha Ravinuthala, 'Strategic Human Resource Management – An Introduction, ICFAI University Press, Hyderabad.
4. Rajib Lochan Dhar, Strategic Human Resource Management Excel books – New Delhi
5. Scott Snell and George Bohlander, Human Resource Management, South Western Cengage Learning
6. Tapomoy Deb, Strategic Approach to Human Resource Management- Concept, Tools and Application, Atlantic Publishers, New Delhi.
7. VSP Rao, Human Resource Management, Second Edition, Excel Books, New Delhi