



C. U. SHAH UNIVERSITY, Wadhwan City



FACULTY OF MANAGEMENT STUDIES MASTER OF BUSINESS ADMINISTRATION (MBA)

SEMESTER II (Two)

CODE 5MS02HRM1

Name of Subject Human Resource Management

Teaching & Evaluation Scheme

Teaching Scheme (Hours)				Evaluation Scheme (Marks)		
Th	Tu	P	Total	Sessional	External	Total
4	0	0	4	30	70	100

Objective

The Objective of the Course is to acquaint the students with Human Resources Management and to develop in them the ability to acquaint them in the Corporate World.

Prerequisite

The main purpose is to assist the Students in Developing Skills – soft and hard, and Decision Making in the Organizations.

Course outline-

Sr. No.	Course Contents	Number of Hours
1	Introduction to Human Resource Management	03
2	The Strategic Role of Human Resource Management	03
3	Job Analysis	04
4	HR Planning and Recruiting	04
5	Employees Testing and Selection	04
6	Interviewing Candidates	04
7	Training and Development	04
8	Performance Management and Appraisal	04
9	Establishing Strategic Pay Plans	04
10	Industrial Relations – Definitions and Main Aspects	03



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11	Minimum Wage Legislation	03
12	Payment of Wages Legislation	03
13	Method of setting Industrial Dispute	03
14	Factories Act	03
15	Collective Bargaining	04
16	Trade Union Legislations	04
17	Legislation Concerning Settlement of Industrial Dispute	03
	Total Hours	60

Learning Outcomes

Theoretical Outcome

It helps students appreciate relevant tools and techniques to internalize and critical functions of human resources management, and sensitize students to human resources developments processes.

Practical Outcome

Can analyze the job, manage the laborer of the organization, job evaluation, as well as ability to apply legal framework on pays and benefits

Teaching & Learning Methodology

- Lectures
- Case Studies
- Assignments
- Presentation

Books Recommended

1. **'Human Resources Management'** by *Gargy Dessler and Biju Varkkery*, Pearson
2. **'Human Resource Management'** by *Pravin Durai* , Sultan Chand & Sons, Pearson Publication
3. **'Essential of Human Resource Management and Industrial Relatives'** by *P. Subba Rao* , Himalaya Publications



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E-Resources

1. <http://www.technologyevaluation.com/search/for/free-human-resources-study-material.html>
2. <http://www.managementparadise.com/forums/articles/198657-ppt-principles-h-r-management.html>
3. <http://www.docbiggs.net/human/human-resource-management-gary-dessler-11th-edition-ppt-free-download/>