



C.U.SHAH UNIVERSITY
VBT's Institute of Commerce,
Wadhwan city
W.e.f.- June 2017

FACULTY OF: - COMMERCE

DEPARTMENT OF: - Bachelor of Commerce (B.Com)

SEMESTER: - III

CODE: - 4CO03HRM1

NAME: – Human Resource Management I

Teaching & Evaluation Scheme:-

Sr. No	Subject Code	Name of the Subject	Teaching Hours / Week				Credits	Evaluation Scheme							
			Th	Tu	Pr	Total		Theory				Practical			Total Marks
								Sessional Exam		University Exam		Internal		University	
								Marks	Hr/s	Marks	Hr/s	Pr / Viva	TW	Pr	
1	4CO03HRM1	Human Resource Management I	3	--	--	3	3	30	1 1/2	70	3	--	--	--	100

Objectives:

The Objective of this course is to sensitize students to the various facets of managing people and to create an understanding of the various policies and practices of human resource management

Course Outline :

Unit	Content	No.of Hours
1	Introduction, Concepts and Perspectives on Human Resource Management Human Resource Management in a Changing Environment	10
2	Corporate Objectives and Human Resource Planning Meaning and need for HRP – Process, Importance and Hindrances	10
3	Job Analysis and job Description (Including performance appraisal) HR - Recruitment, Induction and Placement	10
4	Incentive and Performance-based Payments (Including practical problems) Managing employee benefits and services and employee welfare	10
5	Development - Trade Unions- Functions and its role	05
Total Hours		45

Learning Outcomes :-

Theoretical Outcome:- Students can learn Theoretical aspect of Human Resource Management.

Teaching and Learning methodology:- The following pedagogical tools will be Used to teach this course:

- (A) Lectures
- (B) Case discussions
- (C) Assignments / Class participation / Quiz etc.

Reference Books:

1. Aswathappa K. Human Resource and Personnel Management Tata McGraw Hill, New Delhi, 1997
2. Tiwari T.D. & Chauhan P.L.” Emerging Issues in Human Resource Management” Shanti Prakashan, Delhi -2005
3. Tiwari T.D. & Chauhan P.L.” Framework of Human Resource Management and Industrial Relation” Shanti Prakashan, Delhi -2007