Course Code	Course Name	Credits
26CM601	HUMAN RESOURCE MANAGEMENT	4

Course Objectives

- To understand the role and importance of HRM in organizations.
- To develop knowledge of recruitment, training, and performance management.
- To familiarize students with compensation and labour relations.
- To enhance decision-making skills in HR practices.

Course Outcomes

- Understand the concepts, functions, and scope of HRM.
- Analyze recruitment, selection, and training processes.
- Evaluate employee performance and compensation systems.
- Apply HR practices in real organizational situations.
- Understand industrial relations and emerging HR trends.

Unit I Introduction to HRM (12hours)

Introduction to HRM: Meaning, Nature, Scope, and Importance of HRM - Functions of HRM (Managerial and Operative) - Evolution of HRM - Role of HR Manager in modern organizations Human Resource Planning & Procurement: Human Resource Planning – Meaning and Process - Job Analysis, Job Description, Job Specification - Recruitment – Sources and Methods - Selection Process – Tests, Interviews, Placement, Induction.

Unit II Training and Development (12 hours)

Training and Development: Meaning and Importance of Training - Methods of Training – On-the-job and Off-the-job - Executive Development Programs - Career Planning and Development

Unit III Employee Selection (12hours)

Employee Selection - Process and Problems- Placement and Induction–Training and Development: Methods of Training for Operatives, Supervisors and Executives– Promotion – Demotions – Transfers – Separation and Retention – Relevant one or two case studies.

Unit IV Employee Compensation (12hours)

Employee Compensation – Wages and Salary Administration–Bonus–Fringe Benefits– Cafeteria Approach- ESOPs-Job Evaluation Systems –HR Auditing and Accounting– Relevant one or two case studies.

Unit –V Employee Maintenance and Integration (12hours)

Employee Maintenance and Integration – Welfare and Safety Provisions–Accident prevention – Employee Grievances and their Redressal – Workers Participation in Management – Human Capital and Talent Management - Relevant one or two case studies.

REFERENCES:

1. Alan Price (2011), Human Resource Management, Cengage Learning EMEA.
2. Derek Torrington, Stephen Taylor, Laura Hall (2007), Human Resource Management, Pearson.
3. Gary Dessler (2010), Fundamentals of Human Resource Management, Prentice Hall.
4. Gary Dessler and BijuVarkkey (2009), Fundamentals of Human Resource Management, Prentice Hall.
5. K. Aswathappa (2005), Human Resource Management Text and Cases, TMH.
6. Robert L Mathis & John H Jackson (2007), Human Resource Management, South-Western College Publication.

Websites

1. https://youtu.be/zAy6xT8Rvag?si=UQhxHQsVzYinT9hk
2. https://youtu.be/jA-ZdKgNzio?si=VDbVH6KJARK85eSi
3. https://youtu.be/M9Uch4TuOQU?si=iIbJz9eocyT9C2DU
4. https://youtu.be/QPI49JOWtw8?si=WDzRmaZ3s8wKhhHn
5. https://youtu.be/Cq2Q2rD9wI4?si=aw2pDuiMYhK4tT9j

COs and Bloom's Taxonomy Mapping – 26CM601		
Course Outcomes	**On successful completion of this course, students will be able to**	**BTL**
CO1	Understand the concepts, functions, and scope of HRM.	K1, K2
CO2	Analyze recruitment, selection, and training processes.	K3, K4
CO3	Evaluate employee performance and compensation systems.	K4
CO4	Apply HR practices in real organizational situations.	K5
CO5	Understand industrial relations and emerging HR trends.	K6

BTL (Bloom's Taxonomy Level) - K1 – Remembering, K2 – Understanding, K3- Applying, K4 – Analyse, K5- Evaluate and K6 - Create

Relationship Matrix – 26CM601													
Course Outcomes	**Programme Outcomes (POs)**						**Programme Specific Outcomes (PSOs)**						**Mean Score of Cos**
	PO1	**PO2**	**PO3**	**PO4**	**PO5**	**PO6**	**PSO1**	**PSO2**	**PSO3**	**PSO4**	**PSO5**	**PSO6**	
CO1	3	2	1	1	1	2	3	3	1	1	1	1	1.66
CO2	3	2	3	1	1	1	2	2	3	2	2	1	1.91
CO3	3	3	2	2	1	2	2	3	3	2	2	1	2.16
CO4	2	2	3	2	1	1	2	1	2	3	3	1	1.91
CO5	3	2	3	2	1	2	2	2	3	2	2	3	2.25
												Total	1.98

Mean Score: 3- High, 2- Medium/Moderate, 1-Low

FULLY HUMAN
Fully Alive