

Course Code	Course Name	Credits
26RD607	Human Resource Management	04

Course Objectives

- To understand the concept of human resource management
- To learn the role of human resources in development

Learning Outcomes

Upon successful completion of this course it is intended that a student will be able to:

- Define and understand the core concepts, nature, objectives, and evolution of Human Resource Management (HRM), including the significance of human factors, HR policies, and challenges faced by HR professionals.
- Explain and apply human resource planning (HRP) processes, including the need for HRP, types of plans, forecasting techniques, and the role of HR professionals, while addressing external and internal barriers in the planning process.
- Analyze performance management concepts, including the relationship between performance, profit, and human behavior, and evaluate performance management methods and systems to enhance organizational performance.
- Understand and critically assess compensation and reward systems, including compensation structures, performance-linked reward systems, and the economic and behavioral issues in designing effective compensation policies.
- Explore and apply Human Resource Development (HRD) concepts, including HRD processes, systems, and subsystems, the changing boundaries of HRD, professionalism in HRD, and HRD development within government systems.

Unit 1 – Introduction to Human resource management (12 hrs)

Concept, nature, features, objectives, functions, evolution of human resource management, significance of human factors, Human Resource Policy, Challenges and Issues in HRM

Unit 2 –Human Resource Planning (11 hrs)

Concept, need, significance, type of plan, planning process, forecasting technique, Human Resource Accounting and Audit, Examining external and internal issues, Role of HRP professional and Barrier of HRP

Unit 3 - Performance Management (13 hrs)

Performance management, Performance and profit, System Theory and human performance, Personality, behaviour, performance and management, Analyzing human performance, Performance Management Centre, Methods and movement to increase organizational performance, organizational behaviour

Unit 4 – Compensation and Reward (12 hrs)

Compensation: concept, role of compensation, structure of compensation, Compensation policies, Performance link reward system, Allowance and benefits, Economic and behaviour issues in compensation

Unit 5 – Human Resource Development (12 hrs)

Concept, value anchored human resource development processes, HRD system and sub system, Changing boundaries of HRD, HRD profession and professionalism in India, HRD development in Government system

Reference:

1. Adams, J.S. (2000). Join the internet debate on the future of occupational psychology. Occupational Psychology, 39, 16.
2. Algera, J.A. and Kleinback (eds.) (1994). "Performance improvement programmes in Europe," European Jour. of Work and Organizational Psychology.
3. Pareek, Udai; Aahad M. Osmani; S. Ramnarayan & T.V. Rao (Eds.) (2002). Human resource development in Asia: Trends and challenges. New Delhi: Oxford & IBH.
4. Pareek, Udai and T.V. Rao (2004) Designing and managing human resources systems. 3rd edition. New Delhi: Oxford & IBH, New Delhi.

COs and Bloom's Taxonomy Level (BTL) Mapping

COs and Bloom Taxonomy Mapping-26RD607		
Course Outcomes	On successful completion of this course, students will be able to	BTL
CO1	Remember and understand the concept, nature, features, objectives, functions, and evolution of human resource management (HRM). They will recognize the significance of human factors,	K1, K2
CO2	will demonstrate their ability to analyse external and internal issues affecting HR planning, and propose strategies to overcome barriers in effective HRM.	K3
CO3	Analyze performance management strategies, utilizing system theory to enhance human performance and evaluating the impact of personality and behavior on organizational outcomes.	K4
CO4	Evaluate compensation policies, including performance-linked reward systems and benefits, to assess their economic and behavioral impacts on employee motivation and organizational performance.	K5
CO5	will create comprehensive HR policies and strategies that integrate human factors into organizational planning, demonstrating their understanding of HRM's strategic importance.	K6

BTL: K1 and K2- Remembering and Understanding, K3- Applying, K 4- Analyse, K5- Evaluate and K 6 – Create

Relationship Matrix- 26RD607													
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	3	2	3	2	2	3	2	3	3	2	2	2.5
CO2	3	3	3	3	3	2	3	3	3	3	3	2	2.8
CO3	3	3	3	3	2	2	3	3	3	3	2	2	2.6
CO4	3	3	3	3	3	2	3	3	2	3	2	2	2.6
CO5	3	3	3	2	2	2	3	3	2	3	2	2	2.5
Total													2.6

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