

YEAR – III	HUMAN RESOURCES MANAGEMENT	CM512S
SEMESTER - V		75HRS
CORE - 12		CREDIT - 5

OBJECTIVES

To enable the students to understand the Human resource management concepts and principles
 To create an awareness about the existing HR practices of the companies in India

UNIT I

15 Hours

Human resources management – definition – meaning, nature, scope and objectives, functions, importance. qualities and role of HR manager - problems and challenges of a HR manager. Human capital management (HCM) - jobs and career in human capital management.

UNIT II

15 Hours

Human resource planning – definition, need and importance, HRP process, problems and barriers to HRP, HRP Effectiveness-Job analysis –job design, job enrichment– job description, job specification.

UNIT III

15 Hours

Recruitment and selection – meaning and definition, objectives sources of recruitment, process, methods, recruitment practices in India. Application blank, interviews, Preparation of curriculum vitae-group discussion.

UNIT IV:

15 Hours

Training and Development - Meaning – nature, principles, assessing the needs of training, Inputs and gaps in training – training and development as source of competitive advantage – methods of training, evaluation of effectiveness of training programme, making the training effective-HR culture in MNCs.

UNIT V

15 Hours

Performance and potential Appraisal - meaning, purpose-process, methods, problems, managing grievances and discipline.

Note: CV preparation and GD can be considered for internal marks

TEXT BOOK:

1. Human resource management S. S. Khanka
2. Human resource management K. A. Aswathappa.

REFERENCE:

1. Personnel management – C. B. Mamoria
2. Personnel management and industrial relations – P. C. Tripathi
3. Personnel management – Arun Monappa, Mirza S. Saiyadain.
4. Human resource management – L. M. Prasad.
5. Human resource management – Davis & Werthnz.

Question Paper Pattern

Time:3 Hrs

Marks: 75

Part -A = 10x2 =20 Marks

All the Questions are to be Answered

Part -B = 5x5 = 25 Marks

Five Questions – Internal Choice.

Part – C = 3x10 = 30 Marks

Three Out of Five – Open Choice.