

## Human Resource Management

Subject code:

Objective: The objective of this course is to give students basic concepts of Human Resource management, its functions, methods and applications.

Unit – I:

Definition, Evolution, objectives, scope and functions of HRM. Systems approach. Line vs. Staff - The changing environment and role of HRM. Competitive challenges influencing HRM – HRIS: Three levels comparison – Competency Framework for HR professionals.

Unit – II:

Job analysis – Systems exchange model. Analysis and mapping of workflow. Job characteristics model. Job Design - Job evaluation -Remuneration– Towers Perrin Model of Total Reward.

Unit – III:

HR Planning – Gallagher HR Estimator – Cohort Analysis – Recruitment- Yield – ratio Analysis - Process of selection, placement and orientation. Training -Methods , Evaluation– Kirkpatrick and Pecuniary Utility Models of Training – MDP. Performance Appraisal – Methods.

Unit – IV:

Dunlop's IR Model – Organogram – QWL – QC - Grievance management – Labour Turnover and stability indices – Worker's Participation in Management – Bate's brand wheel for employer brand – employee Engagement Index – Absence Management – Brad factor. Knowledge Management Process, Talent Management Strategies.

Unit – V:

HR outsourcing - HR issues in mergers and acquisitions – HR six – sigma process – Emotional intelligence and competencies at work - Work life Balance – Diversity Management Strategies – Introduction to International HRM, Strategic HRM – HR Score card .

Suggested Books:

1. Michael Armstrong, "Human Resource Management", 2010, Kogan Page.
2. Mathis & Jackson, "Human Resource Management", 2009, Cengage.
3. David Lepak, Mary Gower, "Human Resource Management", 2009, Pearson.
4. Paul Banfield, Rebecca Kay, "Human Resource Management", 2009, Oxford.
5. Decenzo, "Human Resource Management", 2008, Wiley.
6. P.Subba Rao, "Essentials of Human Resource Management and Industrial Relations", 2014, HPH
7. Madhurima Lal, S.Qzaidi, "Human Resource Management", 2009, Excel books.
8. Wayne & Caseia, Ranjeet Nambudri, "Managing Human Resource", 2010, TMH.