

Course Code	MB18211	Course Name	Human Resource Management	Course Category		Foundation Course	L	T	P	C
							1	0	2	2

Pre-requisite Courses	NA	Co-requisite Courses	NA	Progressive Courses	NA
Course Offering Department	MBA	Data Book / Codes/Standards			

Course Learning Rationale (CLR): *The purpose of learning this course is to:* Learning Program Learning Outcomes (PLO)

CLR-1 : Understand about the various perspectives prevailing in Human Resource Management	1	2	3	1	2	3	4	5	6	7	8	9	10	11	12			
CLR-2 : Analyze the best practices in Human Resource Planning and Forecasting.																		
CLR-3 : Classify the need for training and its common practices.																		
CLR-4 : Understand the Employee interest to induce Motivation and develop Employee Engagement																		
CLR-5 : Learn the technique of Performance Evaluation and control of process in the Organization																		
CLR 6: Understand the importance and Human Resource Management in Organizational effectiveness'																		
Course Learning Outcomes (CLO):	At the end of this course, learners will be able to:			Level of Thinking (Bloom)	Expected Proficiency (%)	Expected Attainment (%)	1	2	3	4	5	6	7	8	9	10	11	12
CLO-1 : Apply the conceptual knowledge of Human Resource Management in managing the work force	2	60	50	H	M	H	M	L	M	M	M	L	M	H	L			
CLO-2 : Analyze the gap between the demand and supply of Human Resource.	2	80	70	L	H	L	L	L	M	M	M	L	L	M	H	H	H	
CLO-3 : Analyze the training models and its effective delivery methodology	1	80	75	M	H	L	L	M	M	L	L	L	M	H	M			
CLO-4 : Learn the techniques of Employee motivation and engagement.	2	80	70	M	H	M	L	M	M	L	L	L	M	H	H			
CLO-5 : Implement, evaluate and control the process in an organization	3	90	80	M	H	H	L	M	M	L	L	L	M	H	L			
Overall Gain Knowledge in the field of HR to Plan, Organize, Coordinate and control the Human Resource	3	90	80	H	L	H	M	H	M	L	M	L	H	M	H			

Duration (hour)	6	6	6	6	6	
S-1	SLO-1	Introduction to Human Resource Management	Human Resource Planning	Career Planning & Development	Compensation Plan	Performance Appraisal
	SLO-2	Evolution of human resource management	The Concept of Best fit employee	Training needs analysis	Sustaining the employee interest	Types of Performance Appraisal
S-2	SLO-1	Human Resource Era	Importance of Human Resource Planning	Types of Training methods	Rewards	Methods of Performance Appraisal
	SLO-2	The importance of the human factor	Forecasting Human Resource Requirement	Purpose and Benefits of Training	Intrinsic Rewards	Limitations and Problems of Performance Appraisal
S-3	SLO-1	Challenges of the Human Factor.	Techniques in Forecasting	Resistance to Training	Extrinsic rewards	Potential Appraisals Method of performance evaluation
	SLO-2	Human Factor-Inclusive growth	Matching Supply and Demand	Training Models	Motivation	Feedback

S-4	SLO-1	Human Factor -affirmative action	Internal Sources	Executive Development Programs (EDP)	Need for Motivation	Industry practices
	SLO-2	Role of human resource manager	<i>External Sources</i>	Common practices and benefits of EDP	Application of theories of motivation	Promotion, Demotion, Transfer and Separation
S-5	SLO-1	Human resource policies	Recruitment	Self-Development	Career Management	Implication of job change
	SLO-2	Computer applications in human resource management	<i>Selection</i>	Delivery Methodology of Knowledge Management	Development of Mentor	The control process, Importance and methods
S-6	SLO-1	Human resource accounting.	Induction	Evaluation of Knowledge Management	Protégé Relationships	Requirement of effective control systems grievances
	SLO-2	Human resource audit.	Socialization Benefits	Capacity Building.	Employee Engagement	Causes, Implications and Redressal methods

Learning Resources	1.Dessler Human Resource Management, Pearson Education Limited, 14th Edition, 2015	3.Luis R.Gomez–Mejia, David B.Balkin, Robert L Cardy. Managing Human Resource. PHI Learning. 2012
	2. Decenzo and Robbins, Fundamentals of Human Resource Management, Wiley, 11th Edition, 2013	4.Bernadin , Human Resource Management ,Tata Mcgraw Hill ,8 <sup>th</sup> edition 2012. Wayne Cascio, Managing Human Resource, McGraw Hill, 2007. 5. Uday Kumar Haldar, Juthika Sarkar. Human Resource management. Oxford. 2012.

Learning Assessment											
	Bloom's Level of Thinking	Continuous Learning Assessment (50% weightage)								Final Examination (50% weightage)	
		CLA – 1 (10%)		CLA – 2 (15%)		CLA – 3 (15%)		CLA – 4 (10%)#		Theory	Practice
		Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice		
Level 1	Remember	20	10	25	5	30	0	35	5	30	0
	Understand										
Level 2	Apply	30	10	35	5	40	0	30	0	40	0
	Analyze										
Level 3	Evaluate	20	10	25	5	30	0	30	0	30	0
	Create										
	Total	100 %		100 %		100 %		100 %		100 %	

# CLA – 4 can be from any combination of these: Assignments, Seminars, Tech Talks, Mini-Projects, Case-Studies, Self-Study, MOOCs, Certifications, Conf. Paper etc.,

Course Designers		
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