



Code	Subject Title	Cr. Hrs	Semester
HR-211	Human Resource Management	3	III
Year	Discipline		
2	Applied Psychology, English, Social Work		

HRM Concepts**A conceptual overview of Human Resource Management**

The history of HRM

The HRM: Field and Activities

What is HRM?

Recognition of Human Resources as human capital

Various Models of HRM

HRM Context**The Environment of HRM**

External Environment

Internal Environment

Factors influencing Environment of HRM

HR challenges: globalization, competition, gender and work force diversity, telecommuting and quality management

HR response to cope with challenges

Equal Employment Opportunities

The Nature of Work

Laws affecting discriminatory practices on the basis of gender, minorities, ethnicities, age and disability.

Guarding against discriminatory practices, Glass Ceiling, Sexual Harassment and other forms of discrimination, equality of opportunities affirmative action and an awareness of Constitutional Laws, rules, regulations and specific Acts and policies regarding the issue.

Importance of enforcing Equal Employment Opportunities

Global & Indigenous Perspectives

A Safe and Healthy Environment (SHE)

Health and Safety in HRM

The Importance of Health and Safety at Workplace

Occupational Health Problems and Issues

A Safe and Healthy Work Environment for All

Global and Indigenous Perspectives on SHE

HRM Strategy**Job Analysis**

A The nature of Job Analysis

Methods of Job Analysis

Writing Job Specifications

Job Analysis in a Jobless World

Designing Jobs

Motivation Theories/Models

Job Design to increase Motivation of individuals



Human Resource Planning

The Human Resource Planning Process
Forecasting Human Resource Requirement
Forecasting Human Resource Availability
Determining Required Skills, Knowledge and Abilities across gender
Issues in Human Resource Planning

Recruitment and Selection

Goals of Recruitment
Factors that Affect Recruitment
External versus Internal Recruitment
Recruitment Alternatives
The Selection Devices
Key Elements of Good Selection Devices
A Global and Indigenous Perspective

Human Resource Training and Development

Human Resource Development: Definition and Scope
The HRD Process
Establishing HRD Objectives
Implementing HRD Programs
Training Need Assessment
A Global and Indigenous perspective
Designing, implementing and evaluating Training Programs

Performance Appraisal

Performance Appraisal and Motivation
Performance Appraisal Methods
Performance Appraisal: from Control to development
Elements of Effective Performance Management System
A Global and Indigenous Perspective

Reward Management

Reward Management in Organization
Types of Rewards
Development in Reward Management
Alternative Reward Systems
A Global and Indigenous Perspective
Developing a model of equitable Reward Systems for you organization

Organizational Effectiveness

Compensation Policies
Incentive Plans
Motivational Incentive Plans for diverse work force
Designation and Incentive Plan in view of the work force diversity
Critical Implementation issues in Incentive Plans



Employee and Labor Relations

Employee Relations and Security

Employee Relations and Collective Bargaining

HR Challenges

Organizational Change and Development

Organizational Change

Organizational Development

Changing the Corporate Culture

Traditional Organizational Development Methods

Cotemporary OD Approaches

Team Building OD Program Evaluation

Human Resource Management in New Millennium

HRM: Continuity or Transformation

Internationalization of Business

HRM Practices for future

Selection

Appraisal

Human Resource Management

Reward Management

International and Indigenous HRM Perspective: A Comparison

The Way Forward

Text Book/s

1. Mondy, R & Noe, R, 2008, Human Resource Management (13th Edition), Prentice Hall, USA.
2. Dessler, Gary, 2008, Human Resource Management (11th Edition), Prentice Hall, USA.
3. Specific Readings and Cases (to be provided by the Course Instructor).

Recommended Books

1. Barattton, J and Gold J, 2003, Human Resource Management Theory and Practice, (5th Edition), Macmillan, UK.
2. William Anthony et.al., 2006, Human Resource Management: A strategic Approach, (8th Edition), The Dryden Press, USA.
3. Wayne F. Cascio, 2003, Managing Human Resource, (8th Edition), Irwin/McGraw Hill, London.
Journal of HRM Havard Business Review, Latest Articles, HR Sites.