

**V. S. M. COLLEGE(A) : : RAMACHANDRAPURAM**  
**I MBA (II Semester)– SYLLABUS**  
**Paper III: HUMAN RESOURCE MANAGEMENT**  
**W.e.f:2019–20Admitted Batch**

**CODE :: PG1924110**

**Hours** : 75hrs (4hrs per Week)  
**Number of Credits** : 5  
**Max. Marks** : 100 Marks (75 marks SEE and 25 marks CIA)  
**TIME** : 3hrs

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**HUMAN RESOURCE MANAGEMENT**

**Objective:** to equip the students with basic concepts of Human Resource Management and the various functions of HRM including Industrial Relations in the liberalized environment

**Learning Outcomes:**

1. Contribute to the development, implementation, and evaluation of employee recruitment, selection, and retention plans and processes.
2. Administer and contribute to the design and evaluation of the performance management program.
3. Develop, implement, and evaluate employee orientation, training, and development programs.
4. Facilitate and support effective employee and labour relations in both non-union and union environments.

**UNIT-I:** Introduction: Definition and Functions of HRM; Principles of HRM; Changing Environment of HRM; Challenges; Ethical Aspects of HRM.

**UNIT –II:** HR Planning; Concepts; Factors Influencing ; HR planning ; HR Planning Process; Job Analysis ; Recruitment and Selection; Tests and Interview Techniques .

**UNIT –III:** Training and Development – Need, Process, Methods and Techniques, Evaluation, Management Development; Evaluating Employee Performance; Career Development and Counselling.

**UNIT – IV:** Compensation – Concepts and Principles; Influencing Factors; Current Trends in Compensation – Methods of Payment – Incentives and Rewards.

**UNIT –V:** Managing Industrial Relations – Trade Unions – Employee Participation Schemes – Collective Bargaining – Marketing Knowledge Workers.

(Case Study is compulsory in all Units)

**Suggested Books:**

1. Venkata Raman C.S., and Srivastiva BK Personnel / Human Resource Management, TMH, ND
2. Cynthia D. Fisher & Lyle F. Schoenfeld; / Human Resource Management, Wiley India, New Delhi.
3. DK Tripathi, Human Resource Management: Text & Cases, Wisdom, Delhi
4. Fisher, Managing Human Resource, Cengage, ND
5. N.K. Singh / Human Resource Management, Excel Publications.
6. Jyothi - / Human Resource Management, Pearson Education, New Delhi.
7. Biswajeet Pattanayak / Human Resource Management, Prentice Hall of India New Delhi.
8. P.S Rao , Essentials of Human Resource Management & IR, Himaliya, Mumbai
9. Dwivedi & Agarwal, Human Resource Management, Vikas, ND
10. R. Wayne Mondy and Robert M. Noe, Human Resource Management, Pearson