

		Financial Management by Sudarshan Reddy
3	Supplementary Reading Material	Fundamentals of Financial Management by Brigham and Houston (Cengage Learning)
4	Websites	NSE, BSE
5	Journals	Indian Journal of Finance

Semester	II	Specialization	NA
Course Code	203	Type	Generic - Core
Course Title	Human Resource Management		

Course Objectives:

1	To understand the role of HRM in an organization
2	To learn to gain competitive advantage through people
3	To learn to study and design HRM system

Syllabus:

Unit Number	Contents	Number of Sessions
1	Introduction to HRM & Framework - Nature of HRM, Scope of HRM, HRM: Functions and Objectives, HRM: Policies and practices, SHRM, Nature of SHRM, Global competitiveness and Strategic HR, Linkage of organizational and HR strategies, SHRM Model - The Integrated system model, Devanna et. al - strategic human resource management "matching model".	2+2

2	<p>HR Procurement:</p> <p>2.1 Human Resource Planning - Job Analysis, Job Design: Writing job description, introduction, and factors affecting job design. Job characteristics model (Hackman and Oldham, 1976) of effective job and job satisfaction. The need of man power planning , What is Human Resource Planning, Definition, objectives, importance, benefits, the process of Human resource planning, Preparing manpower inventory.(Supply Forecasting)</p> <p>2.2 Recruitment & Selection - Strategic approach to recruitment, Labour markets and recruitment, Recruiting and diversity considerations, Employment advertising, Recruiting Diverse workers, Recruiting Source choices: internal vs. external, Introduction to selection process, Selection procedure.</p> <p>2.3 Career Planning: Succession Planning.</p>	7+2
3	<p>Training and Development - Employee Training and Development</p> <p>Nature of training, Training process, Training needs assessment,</p> <p>Training evaluation, Training design, Implementing Training programs(Training methods), Implementing management development programs.</p>	7+2
4	<p>Employee Appraisal & Compensation - Performance- Definition, Why to measure performance, Use of performance data, measurement process, Performance feedback, Performance Appraisal Methods, Compensation- concept, Traditional approach, current trends in compensation, Linking compensation with performance- Advantages & Problems, Team based Incentives.</p>	11+2
5	<p>Managing Employee Relations - Concept, Importance, Organizational Entry, employee Status, Flexible Work arrangement, Employee Surveys, Handbooks, Violations of Policy/ Discipline, Industrial Relations & Disputes, Grievance Procedure, Termination, Resignation, downsizing, Lay off Retirement, Organizational Exit.</p>	8+2

Learning Resources:

1	Text Books	<p>Human Resource Management by Narayanappa ,Scitech Publication</p> <p>Personnel/ Human Resource Management by David DeCenzo, Stephen Robbins, Prentice Hall of India,2008, 3rd Edition</p> <p>Human Resource Management by J. John Bernardin, Tata McGraw Hill Publishing, 4thEdition</p>
2	Reference Books	HR Cengage Learning-DeNisi/Graffin/Sarkar

		<p>Human Resource Management, A case study approach, Muller Camen, Croucher Leigh, Jaico Publishing House</p> <p>HRM Ethics & Employment Ashly Pinnington, Rob Macklin, Tom Campbell, 2nd Edition</p> <p>Human Resources Management by Gary Dessler</p> <p>Managing Human Resources by R.S. Dwiwedi</p> <p>Human Resources Management by V.P. Michael</p> <p>Human Resources Management by Mirza & Zaiyadin</p> <p>Human Resources Management by L.M. Prasad</p> <p>Human Resources Management by Ashwathappa</p> <p>Managing Human Resources by Arun Monappa</p>
3	Supplementary Reading Material	<p>Case studies in Human Asset Management, Vol. I by Doris John, ICFAI Books, 1st Edition</p> <p>HRM in Organizations by Izabela Robinson, Jaico Publishing House, 1st Edition</p> <p>Armstrong's Essential Human Resource Management Practice- A guide to people management by Michael Armstrong, Koganpage, 1st Edition</p> <p>Applied Psychology in HRM by Cascio & Aguinis, PHI, 6th Edition.</p>
4	Websites	<p>www.shrmindia.org</p> <p>www.peoplematters.com</p> <p>www.hrmguide.net</p>
5	Journals	<p>International Journal of Human Resource Management</p> <p>Human Resource Management Journal</p> <p>Human Resource Management</p> <p>Journal of Human Values</p> <p>Journal of Human Resources</p>