

Devi Ahilya University, Indore, India Institute of Engineering & Technology				I Year M.E.(Industrial Engineering and Management) Full Time			
Subject Code & Name	Instructions Hours per Week			Credits			
IMR1G2 HUMAN RESOURCE MANAGEMENT	L	T	P	L	T	P	Total
		3	1	0	3	1	0
Duration of Theory Paper: 3 Hours							

Objective and Pre requisites: The objective of this course is to help the students develop an understanding of the dimensions of the management of human resources, with particular reference to HRM policies and practices at international level.

COURSE CONTENTS

UNIT-1

HRM Concept

Definition, Concept, Evaluation and Relevance of HRM. Human Resource Functions, HRM in Indian and Global Scenario. Human Resource Policies.

UNIT-2

Human Resource Acquisition Process

Job Analysis- Job Specification, Job Analysis Methods, Human Resource Planning Concept and Process of HRD, HRP Process at National and Corporate Level, Human Resource Information System. Steps of HRIS, Recruitment, Sources of recruitment, Selection, Stages in selection process. Global Scenario in HR Acquisition

UNIT-3

Human Resource Training and Development.

Orientation, Training and Development Process and Methods, Need Assessment, Training Evaluation, Approaches and Types of Evaluation Instruments, Developing Effective Training Programmes, HRD mechanism, HRD for Organizational Effectiveness

UNIT-4

Appraising and Improving Performance

Basic Concepts Objectives and Process of Performance Appraisal Systems, Performance verses Potential Appraisal, Types of Employee Appraisal Systems, New Trends in Performance Appraisal Systems at Global level, Succession Planning, Career Planning and Assessment Centers.

UNIT-5

Maintenance of Human Resources:

Job Evaluation, Incentive and Reward System, Objectives and Major Phases of Compensation Management, Cross-national variation in reward structures. Knowledge & knowledge transfer, knowledge and situation cognition, Implications for knowledge transfer, knowledge management in multinational companies, knowledge management & International HRM.

BOOKS RECOMMENDED:

- [1] Bohlander, Human Resource Management, 14 th edition Cengage Learning, India, 2009
- [2] Dessler, Verckey, Human Resource Management, Pearson Education, 2009.
- [3] Monir H. Tayeb, International Human Resource Management, Oxford, 2009.
- [4] Patnaik, Human Resource Management, 3 rd edition, PHI, 2009.
- [5] Subba Rao, Essential of HRM and Industrial Relation, Himalaya Pub. House. 2008,
- [6] Subba Rao, International Human Resource Management, Himalaya Publishing House., 2009.
- [7]. Jeffery Mello, Human Resource Management, Cengage Learning, India, 2008.