

GUJARAT TECHNOLOGICAL UNIVERSITY

MASTER OF BUSINESS ADMINISTRATION (GTU'S Global Program)

Year – I (Semester – II) (W.E.F. January 2014)

Subject Name: HUMAN RESOURCES MANAGEMENT (HRM)

Subject Code: 2820004

1. Course Objective: The objective of the course is to acquaint the students with Human Resources Management and to develop in them the ability to acquaint them in the corporate world. The main purpose is to assist the students in developing skills – soft and hard, and decision making in the organizations.

2. Course Duration: The course duration is of 36 sessions of 75 minutes each i.e. 45 hours.

3. Course content:

Module No:	Module Content	No. of Sessions	Marks (70 External exam)
I	Introduction to Human Resource Management , Job Analysis , HR Planning and Recruiting, Employees Testing and Selection, Interviewing Candidates , Training and development	7	17
II	Performance Management and Appraisal, Establishing Strategic Pay Plans, Pay for Performance and Financial incentives.	7	17
III	Industrial Relations – Definitions and Main Aspects, Trade Union Legislations, Methods of settling Industrial Disputes, Collective Bargaining, Legislations Concerning Settlement of Industrial Disputes, Factories Act.	7	18
IV	Labor Management Cooperation/Workers' Participation in Management , Payment of Wage Legislation, Minimum Wage Legislation, The Strategic Role of Human Resources Management, Managing Global Human resources, International Labor Organization	7	18
V	Practical Module: Applications of Module I to IV – Live Cases / Case Studies, Role Play, Team-based Games etc.	8	(20 Marks of CEC Internal Evaluation)

4. Teaching Method: The course will use the following pedagogical tools:

- (a) Case discussions covering a cross section of decision situations.
- (b) Discussion on issues and techniques
- (c) Projects/Assignments/Quiz/Class Participation, etc.

5. Evaluation:

A	Projects/ Assignments/ Quizzes/ Individual or group Presentation/ Class participation/ Case studies etc	Weightage 50 marks (Internal Assessment)
B	Mid-Semester Examination	Weightage 30 marks (Internal Assessment)
C	End –Semester Examination	Weightage 70 marks (External Assessment)

6. Basic Text Books:

Sr. No.	Author	Name of the Book	Publisher	Edition
T1	Pravin Durai	Human Resource Management	Pearson Publication	Latest Edition
T2	Gargy Dessler and Biju Varkkery	Human Resources Management	Pearson Publication	Latest Edition
T3	P. Subba Rao	Essential of Human Resource Management and Industrial Relatives	Himalaya Publishing House	Latest Edition

7. Reference Books:

Sr.	Author	Name of the Book	Publisher	Edition
R1	Sinha, Sinha and Shekhar	Industrial Relations, Trade unions and Labour Legislations	Pearson Education	Latest Edition
R2	V. S. P. Rao	Human Resource Management– Text and Cases	Excel Books	Latest Edition
R3	P. Jyothi and D. N. Venkatesh	Human Resource Management	Oxford University Press	Latest Edition

R4	C.B.MAMORIA & S . V Gankar	Human Resource Management	Himalaya Publishing House	Latest Edition
R5	K. Aswasthapa	Human Resource	Tata Mc Graw Hill	Latest Edition

8. List of Journals/Periodicals/Magazines/Newspapers, etc.

List of Journals/Periodicals/ Magazines/ Newspapers etc.: Human Capital, Indian Journal of Industrial Relations, HRM Review, Indian Journal of Training and Development.

9. Session Plan:

Session Nos.	Topic
1	Introduction to Human Resource Management
2	Job Analysis
3-4	HR Planning and Recruiting
5-6	Employees Testing and Selection, Interviewing Candidates,
7	Training and development
8-9	Performance Management and Appraisal, Establishing Strategic Pay Plans
10-11	Pay for Performance and Financial incentives
12-14	Industrial Relations – Definitions and Main Aspects
15	Trade Union Legislations
16	Methods of settling Industrial Disputes
17	Collective Bargaining
18-19	Legislations Concerning Settlement of Industrial Disputes
20-21	Factories Act
22	Labor Management Cooperation/Workers' Participation in Management
23	Payment of Wage Legislation

24	Minimum Wage Legislation
25-26	The Strategic Role of Human Resources Management
27	Managing Global Human resources
28	International Labor Organization
29-36	Practical Module: Applications of Module I to IV – Live Cases / Case Studies, Role Play, Team-based Games etc.