



Bachelor of Business Administration
B.B.A (ITM) Semester-IV

Course Code	UM04DBBI71	Title of the Course	Human Resource Management-II
Total Credits of the Course	03	Hours per Week	03

Course Objectives:	<ol style="list-style-type: none">1. To help students understand recent trends in HRM.2. To enable students develop their understanding of various topics of human resource management and understand its relevance in organizations.3. To provide knowledge and skills necessary for HR managers to work competently in changing business environment.4. To make the students aware regarding Employee Safety and Health, Industrial Relations and Industrial Disputes, Trade union and Collective bargaining and HRM in Global scenario .
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Course Content		
Unit	Description	Weightage*(%)
1.	Employee Safety and Health <ul style="list-style-type: none">• Employee Safety: Meaning, Types of Industrial Accident, Causes of Industrial accident, and Statutory Provisions of Employee safety in India• Employee Health: Meaning, Occupational Hazards and Diseases, Protection against Hazards, and Statutory provisions of health according to factories act, 1956.	25%
2.	Industrial Relations and Industrial Disputes <ul style="list-style-type: none">• Industrial Relations: Concept, Objectives, Parties, Importance and Approaches• Industrial Dispute: Definition, Forms, Causes and Preventive Measures and Settlement Authorities	25%
3.	Trade Union and Collective Bargaining <ul style="list-style-type: none">• Trade Union: Meaning, Functions, Problems and Measures• Collective Bargaining: Meaning, Strategies, and Process	25%
4.	HRM in Global Scenario <ul style="list-style-type: none">• Challenges of HRM• Impact of Globalisation on HRM	25%





	<ul style="list-style-type: none"> • HRIS: Concept, Uses, Design, Advantages & Disadvantages • Virtual Organisation: Concept, Types, Features, Advantages & Disadvantages • HRD : Meaning & Functions 	
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Teaching-Learning Methodology	The course would be taught /learnt through ICT (e.g Power Point presentation, Audio-Visual Presentation),lectures, group discussions, assignments , case Study and browsing e- resources
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written / MCQ (As per CBCS R.6.8.3)	15%
2.	Internal Continuous Assessment in the form of Practical, Viva-voce, Quiz, Seminars, Assignments, Attendance (As per CBCS R.6.8.3)	15%
3.	University Examination	70%

Course Outcomes: Having completed this course, the learner will be able to	
1.	<ul style="list-style-type: none"> • Have idea regarding basics of Employee Health and Safety measures and its related Statutory Provisions. • Have clear understanding of the operative functions of HRM.
2.	<ul style="list-style-type: none"> • Learn concept, approaches and importance of industrial Relations in organization. • Understand concept, forms and causes of industrial disputes and possible preventive measures of it.
3.	<ul style="list-style-type: none"> • Get idea about functions and measures of trade union. • Gain knowledge about collective bargaining and how it is used for grievance redressal.
4.	<ul style="list-style-type: none"> • Know various challenges of human resource management and how globalization has change human resource management practices. • Enhance their knowledge about Human Resources Information System (HRIS) and its use in business and forms of virtual organization. • Understand concept of HRD and important functions of HRD.





Suggested References:

Sr. No.	References
1.	Personnel Management: C B Memoria & S V Gankar, Himalaya Publishing House
2.	Human Resource Management: S S Khanka, S Chand
3.	Human Resource Management: C B Gupta, Himalaya Publishing House
4.	Text and Cases of Human Resource Management: P Subba Rao, Himalaya Publishing House
5.	Human Resource and Personnel Management: K Aswathappa
6.	Santosh Gupta and Sachin Gupta, 'Human Resource Development'- Concept and Practices, Second Edition, Deep & Deep Publications Pvt. LTD., New Delhi.

