

SARDAR PATEL UNIVERSITY
Programme: BCOM
Semester: VI
Syllabus with effect from: DECEMBER 2013

Course Code: UB06ECOM08	Total Credits: 3
Course Title: Current Trends in HRM	

Unit	Description in detail	Weightage (%)
1	HRM in knowledge based organization Concept, characteristics of KBOs: Dimensions of HRM in KBOs : New role and challenges for HRM in the KBO,. Quality of work life, meaning, special issues in QWL Voluntary retirement schemes (VRS)	25 %
2	Management of Unorganized Labour Unorganized Labour: Concept, Nature, Size and Structure, Its Role in the national Economy: Size, Causes and Problems. Human Rights and Unorganized Labour HRD Interventions for Unorganized Labour	25 %
3	Strategic HRM Introduction To Strategic HRM Definition, need and importance; Introduction to business and corporate strategies; Integrating HR strategies with business strategies; Developing HR plans and policies	25 %
4	International HRM Managing People in International Context; Human Resource Issues in Multinational Corporations, HR outsourcing, Diversity management -Cyber law and HRM –HRM in LPG	25 %

Basic Text & Reference Books:

- International Human Resource Management: Managing People in a Multinational Context by Peter J Dowling et al., Third Edition (South Western)..
- Punnett B, J, International Perspective on Organisational Behavior and Human resource Management, PHI, N.Delhi.
- Government of India, Report of the First National Commission on Labour, New Delhi
- Dutt, Rudra Organizing the Unorganized Workers, Vikas Pub. House. Pvt. Ltd., New Delhi.
- Managing knowledge workers, “ frances horibe” john wiley & sons.
- Knowledge management - enabling business Growth “ganesh natarajan and sandhya shekhar”, tata McGRAW - hill publishing company limited
- Strategic HRM – Charles Greer, Pearson education Asia, New DelhStrategic HRM – Jeffery Mello, Thompson publication, New Delhi

