

**SARDAR PATEL UNIVERSITY**  
**Programme: BCOM**  
**Semester: VI**  
**Syllabus with effect from: NOV./DEC.- 2020**

<b>Course Code:</b> UB06DCOM28	<b>Total Credits: 3</b>
<b>Course Title:</b> Current Trends in HRM	

Unit	Description in detail	Weightage (%)
<b>1</b>	<b>HRM in knowledge based organization</b> 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)	<b>25 %</b>
<b>2</b>	<b>Management of Unorganized Labour</b> 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	<b>25 %</b>
<b>3</b>	<b>Strategic HRM</b> 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	<b>25 %</b>
<b>4</b>	<b>International HRM</b> Managing People in International Context; Human Resource Issues in Multinational Corporations, HR outsourcing, Diversity management -Cyber law and HRM –HRM in LPG	<b>25 %</b>

**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 “ga nesh natarajan and sandhya shekhar”, tata McGRAW - hill publishing company limited

Strategic HRM – Charles Greer, Pearson education As ia, New DelhStrategic HRM – Jeffery Mello, Thompson publication, New Delhi

