

SARDAR PATEL UNIVERSITY
Vallabh Vidyanagar, Gujarat
(Reaccredited with 'A' Grade by NAAC (CGPA 3.11))
Programme: B.COM Semester: VI
Syllabus with effect from the Academic Year:

B.COM. SEMESTER-VI		
Paper Code UB06DCOM78	Title of the Paper Current Trends in HRM	Total Credit 3

Course Objectives	
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Course Description		
Unit	Description	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%

*Units will have the same Weightage in the evaluation as suggested in the course outline.

Teaching-Learning Methodology	<ul style="list-style-type: none"> • Lecture Method • Online Lectures • Group Discussion • Practical Problem Solving
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Evaluation Pattern		
Sr.No.	Details of the Evaluation	Weightage
1.	Internal/Written Examination	15%
2.	Internal Continuous Assessment in the form of Practical , Viva-Voce, Quizzes, Seminars, Assignments, Attendance	15%
3.	University Examination	70%

* Students will have to score a minimum of 40 (Forty) Percent to pass the course.

Course Outcomes: Having Completed this course, the students will be able to

Suggested References: (include Reference Material from where a student is expected to
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study the said content in APA Style) Reference Websites can also be included)	
Sr. No	References
1.	International Human Resource Management: Managing People in a Multinational Context by Peter J Dowling et al., Third Edition (South Western)..
2.	Punnett B, J, International Perspective on Organisational Behavior and Human resource Management, PHI, N.Delhi.
3.	Government of India, Report of the First National Commission on Labour, New Delhi
4.	Dutt, Rudra Organizing the Unorganized Workers, Vikas Pub. House. Pvt. Ltd., New Delhi.
5.	Managing knowledge workers, “ frances horibe” john wiley & sons.
On-Line Resources available that can be used as Reference Material	