



**M.B.A. Semester II**  
**PM02CMBA56: HUMAN RESOURCE MANAGEMENT**

<b>Course Code</b>	<b>PM02CMBA56</b>	<b>Title of the Course</b>	<b>Human Resource Management</b>
Total Credits of the Course	04	Hours per Week	04

Course Objectives:	<ul style="list-style-type: none"><li>• To enable students to understand the functions, systems, policies and applications of Human Resource Management in organizations.</li><li>• To help students apply HRM concepts at various levels in general and in different industries or organizations.</li><li>• To enable the students to integrate various HR concepts and the domain concept to take correct business decisions.</li><li>• To develop HR skills and assess the constraints and opportunities associated with managing employees in the different socio-economic and political context.</li></ul>
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<b>Course Content: 30 sessions</b>		
<b>Unit</b>	<b>Description</b>	<b>Weightage (%)</b>
1.	Scope of HRM, Human Resource Management in a changing environment; Manpower planning process, Job Description and Job specification, Job analysis and Job design; Techniques of Job design. HR Processes.	25
3.	Employee Selection and Development: Recruitment, Selection and Induction, Training and Development, Performance Appraisal.	25
4.	Compensation Planning: Employee Compensation, Job evaluation, Employee Benefits and Welfare, Compensation and Salary Administration.	25
5	Governance: Integration and Separation Employee Discipline, Suspension, Dismissal and Retrenchment; Employee Grievance Handling, Trade Unionism, Collective Bargaining, Industrial Democracy, Labour Laws. New trends in HRM.	25



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Teaching-Learning Methodology	Lectures, case studies, case judgments, role plays.
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<b>Evaluation Pattern</b>		
<b>Sr. No.</b>	<b>Details of the Evaluation</b>	<b>Weightage</b>
1.	Internal Written / Practical Examination	30%
2.	Internal Continuous Assessment in the form of Practical, Viva-voce, Quizzes, Seminars, Assignments, Attendance	30%
3.	University Examination	40%

<b>Course Outcomes: Having completed this course, the learner will be able to:</b>	
1.	Apply various HRM systems from manpower planning to termination.
2.	Play a useful role in the recruitment and selection of employees.
3.	Develop, implement, and evaluate employee orientation, training, and development programs.
4.	Design and administer performance management program.
5.	Design a compensation plan and help organizations gain a competitive advantage through the effective compensation plan.
6.	Understand the nuances of labour management relations and achieve a win-win situation for both.
7.	Understand the role of ethics in human resources and the various laws associated with HR functions.
8.	Play a useful role in managing international staff.
9.	Enhance employability.



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**Suggested References:**

Sr. No.	References
1.	Gary Dessler & Biju Varrkey, Human Resource Management, Sixteenth Edition, Pearson education.
2.	Flippo, Edwin B., Personnel Management, Tata McGraw Hill Publishing Co, New Delhi.
3.	Gomez-Mejia Luis R., Balkin David B. and Cardy Robert L. Managing Human Resources, 6th Edition, Pearson education.

**Online Resources**

<https://www.shrm.org/>

<https://alison.com/courses/human-resources>

<https://nptel.ac.in/courses/110/105/110105069/>