

**SARDAR PATEL UNIVERSITY**  
**Programme & Subject: M.Sc (QPM)**  
**Semester: II**  
**Syllabus with effect from: December - 2014**

<b>Paper Code: QP - 204</b>	<b>Total Credit:</b>
<b>Title Of Paper: Fundamentals of HRM, TQHRM and Supply Chain Management</b>	

Unit	Description in Detail	Weightage (%)
I	Elements of Human Resource Management: Introduction, meaning, definition, nature and scope of HRM and HRD, features of HRM, HRM functions, objectives of HRM, policies, procedures and Programmes, practices. Line and staff responsibility role of HR manager, HR Manager as a Strategic partner, Opportunities and Challenges in Human Resource Management.	[10]
II	Job design and Job analysis HR planning: Definition and need for HRP, benefits of HRP and factors affecting HRP Recruitment: definition, recruitment policy, factors affecting, centralized and decentralized recruitment, recruitment sources, recruitment techniques, recruitment process, cost benefit analysis of recruitment sources. Selection, placement and Induction: meaning and definition of selection, essentials of selection procedure, significance of selection process, various types of tests (aptitude, achievement, situational, interest, personality), different types of interviews and interview process,	[10]
III	Performance management: Introduction, meaning, need, purpose, - objectives, contents of Performance Assessment System, appraisers and different methods of appraisal, uses of performance appraisal, limitations and problems of performance appraisal, 360 degree Appraisal, post appraisal feedback. Human Resource Development: Introduction, definition, concepts, activities Training and development: meaning of T & D, importance of training, benefits of training, need and objectives, assessment of training needs, areas of training, training methods, on-the job and off-the-job training, advantages of training, training procedures and final evaluation. Employee mobility: Internal mobility: Introduction, meaning, different types Promotion: meaning, purpose, bases of merit, seniority, merit cum seniority, benefits, problems, promotion policy. Transfer, Demotion, Career Planning and Development and External Mobility.	[10]
IV	Total Quality Human Resource Management:	[10]

**Basic Text & Reference Books:-**

- Sunil Chopra and Peter Meindl (2007). Supply Chain Management - Strategy, Planning and Operation, 3rd Edition, Pearson/PHI.
- Coyle, Bardi, Longley (2006). The management of Business Logistics - A supply Chain Perspective, Thomson Press.
- Janat Shah (2008) Supply Chain Management, Pearson Publication.
- Donald J Bowersox, Dand J Closs, M Bixby Coluper (2008) Supply Chain Logistics Management, 2nd Edn., TMH.



- Wisner, Keong Leong and Keah-Choon Tan (2005). Principles of Supply Chain Management A Balanced Approach, Thomson Press.
- David Simchi Levi et al (2003) Designing and Managing the Supply Chain: Concepts, Strategies, and Case Studies, Second Edition, McGraw-Hill.
- Bohlander et al (2004).Managing Human Resources 13th Ed., Cengage Learning.
- VSP Rao(2005) Human Resource Management, Text & Cases , Excel Books.
- Cardy, R. and Dobbins, G.H. (1996). Human Resources Management in a Total Quality Environment: Shifting from a Traditional to a TQHRM Approach,Vol 1,No 1, Journal of Quality Management .
- Juran (1999), Quality Handbook ,5e. McGraw-Hill,.

