

Department of Management
Amrita Vishwa Vidyapeetham
Amritapuri

Term VI (June 2018-Sept 2018)

Course Title: Recruitment and Selection
Course Code: HR616E
Credits: 3
Total Sessions: 24
Course Instructor: Dr Rameshwar Shivadas Ture
Contact Information: turerameshwar@am.amrita.edu
Course Link:
Office: DoMS, Amritapuri
Office hours: 8.45 am - 4.45 pm
Course contributes mostly to: **Employability/** Entrepreneurship/ Skill Development/ Value-add

Course Description

This course focuses on the effective management of the flow of talent into and through organizations. It covers human resource planning, job analysis, sourcing, recruiting, selection, & job contract. This course gives considerable emphasis on changing nature of employment, workforce & employee-employer relationship, & its influence on recruitment & selection. An important goal of the class will be to provide opportunities to understand contemporary labour market, recruitment & selection trends, contemporary technical tools & practices used to attract talent.

Course Objectives (COs)

1. To sensitise students about changing nature of employment, workforce, and employee-employer relationship
2. To learn various methods of determining labour demand & supply, various ways to manage gaps.
3. To understand the role of & ways to conduct job analysis, use of competency mapping in job analysis
4. To understand different recruiting sources, its contemporary usage & challenges
5. To understand recruitment & selection process, its evaluation.
6. To discuss two selection techniques, viz., interview & assessment centre.
7. To understand the functioning of Recruitment firms, technical recruiting

Alignment of course objectives (CO) with learning goals (LG) of Assurance of Learning

Each CO should be mapped to the five learning goals set for the MBA program. Below table is given for your reference and should be updated as per your course objectives. Please do not change LGs.

Here you have to mention in writing, how your course is going to contribute to each LG. You may specify the activities or assignments in the course that will ensure attainment of each LG (wherever relevant).

Change the values in the below table according to your Cos.

LG \ CO	Critical and integrative Thinking	Effective written and oral communication	Societal and Environmental Awareness	Ethical Reasoning	Leadership
CO1	2	0	2	2	0
CO2	3	0	2	1	0
CO3	1	3	1	2	0
CO4	1	2	2	1	0
CO5	2	0	0	1	1
CO6	2	0	0	0	2
CO7	0	0	0	0	1

Key: 3 – Highly relevant; 2 – Moderately relevant; 1 – Low relevance; 0- No relevance

Unit-wise scope for outcomes and Bloom's taxonomy

Please mention how your course is designed to focus on the Bloom's learning levels mentioned in the below table.

After the write-up, update the relevance in below box also.

Bloom's Levels of Learning \ CO	CO 1	CO 2	CO 3	CO 4	CO 5	CO 6	Co 7
Creating							
Evaluating		X		X			
Analyzing		X		X	X	X	
Applying	X	X	X			X	
Understanding	X	X	X	X	X	X	X
Remembering							

Structure of the course

Pedagogy

The method of study for this course will include any combination of lecture and discussion, discussion of contemporary articles/reports, real life problem-solving/discussing, case studies, and video/audio presentations as well as assignments on real life corporate issues.

Assessment (Grading Policy: Relative)

S. no	Assessment exercise	Description	Weight
Group assessment			
1	Presentations 1	<i>Presentations of given articles on labour market</i>	5%
2	Presentation 2	<i>Presentation on contemporary trends or practices</i>	5%
3	Assignment 1	<i>Assignment on functioning of recruitment firms</i>	20%
4	Assignment 2	<i>Assignment on learning from this course</i>	10%
Individual Assessment			
1	Assignment	<i>Assignment on employer review sites & strategy to present employer brand during campus placement.</i>	15%
2	End Term	End Term Exam	35%
3			
4			

Course Requirements

Knowledge of OB-1, OB-2, HRM

Course Text

Phillips, J.M. and S.M. Gully (2017). Strategic Staffing. Pearson India Education Services Pvt. Ltd., Noida

Session Plan (please add rows and columns as per your course requirements)

SN NO	TOPIC	CLASS PREPARATION	POST-CLASS READING
1	Introduction to Recruitment & Selection	Chapt 1	Talent Acquisition Pdf provided to you
2	Labour Market	Articles on labour market Accenture Report: The Rise of Extended Workforce	
3	Legal context	Chapt 3	
4	Human Resource Planning	Reading Before Coming to the class: HR Planning Chapt from your HRM Textbook – Denisi	Chapt 5
5	Job Analysis	Chapt 4 of your textbook	Visiting website links provided to you
	Sourcing	Material Provided to you (Talent Acquisition pdf) + Chapt 6 R&S Textbook	Talent Acquisition Pdf provided to you
7	Recruiting	Chapt 7 R&S Textbook + Talent Acquisition pdf	
8	Evaluating Recruitment Results	Talent Acquisition pdf + Other documents	
9	Few selection techniques – Interview Method, Use of assessment centres	R&S Textbook+ Design, Implementation and Evaluation of Assessment and Development Centres Best Practice Guidelines – a document published by British Psychological Society	
10	Employee Contract	Chapt 11 of the textbook	
11	Functioning of Recruitment Firms	Interaction with industry specialists	

Contribution to Placements

Area specific knowledge, understanding of recruitment & selection perspective from organization side.