

Amrita Vishwa Vidyapeetham
Amrita MBA Programme, Kochi
Human Resource Management (HR303C)
Course Outline

Course Objectives:

- To introduce the students to Human Resource Management
- To give a fair idea of the important role an HR department plays in the success of any organization
- To discuss the activities undertaken by the HR function of an organization
- To understand the linkage between the various HR functions and their relation with the other managerial functions in the organization

Pedagogy:

- Apart from the course presentation by the facilitator, there will be presentations, case studies, projects and other class activities that the students will be regularly assigned with.

Expected Course Outcome:

- Appreciation of the strategic orientation and role of HRM in an organization.
- Application of concepts learned in problem solving

Pedagogy:

Course presentation by the facilitator, discussions, class presentations, case studies, projects and other class activities that the students will be regularly assigned with.

Expectations from the students:

Active and interactive participation in the class activities and timely submission of assignments.

Evaluation Criteria:

End-term examination: 30%

Mid-Term examination: 25%

Group presentations: 15%*

Project: 20%*

Class participation/assignment: 10%

*Groups to be decided by course facilitator. Tasks would be assigned periodically to each group.

It would include tasks involving internet research and discussion of academic articles.

Evaluation will be based on quality of presentation and value addition to the class. Valid,

contextual real time examples and references to contemporary news items will be rewarded. Detailed project guidelines would be given later.

Prescribed Text:

Dessler, G., & Biju, V. (2011). *Human resource management* (14th ed.). New Delhi: Pearson Education.

Reference Books:

Aswathappa (2013). *Human Resource Management: Text and Cases* (7th ed.). New Delhi: Mc Graw Hill.

SESSION PLAN

Session No.	Topic	Reference
1	Introduction	Prescribed Text- Chapter 1
2	Group Presentation	To be assigned
3	The Manager's role in strategic HRM	Prescribed Text- Chapter 3
4	Group presentation	To be assigned
5	Job Analysis	Prescribed Text- Chapter 4
6	Human resources planning and recruiting	Prescribed Text- Chapter 5
7	Group presentation	To be assigned
8	Employee testing and selection	Prescribed Text- Chapter 6
9	Interviewing candidates	Prescribed Text- Chapter 7
10	Group presentation	To be assigned
11	Training and Developing Employees	Prescribed Text- Chapter 8
12	Group presentation	To be assigned
13	Performance management and appraisal	Prescribed Text- Chapter 9
14	Group presentation	To be assigned
15	Coaching, careers and talent management	Prescribed Text- Chapter 10
16	Establishing strategic pay plans	Prescribed Text- Chapter 11
17	Pay for performance and financial incentives	Prescribed Text- Chapter 12
18	Benefits and Services	Prescribed Text- Chapter 13
19	Group presentation	To be assigned
20	Ethics, justice and fair treatment	Prescribed Text- Chapter 14
21	Group presentation	To be assigned
22	Labor relations and CB, employee safety and health	Prescribed Text- Chapter 15 and 16
23	Group presentation	To be assigned
24	Managing global HR	Prescribed Text- Chapter 17