

SSW 5011: HUMAN RESOURCE MANAGEMENT

Course Objectives

- Develop an understanding pertaining to concepts and functions of HRD and HRM
- Develop understanding of various strategies, techniques and practices of HRD and HRM
- Create curiosity on observations on current HR trends

Course Outline

Unit 1 Introduction to HRM and HRD

Definition, Meaning, nature, scope, application of HRM & HRD Difference between HRM and HRD
Vision, mission, policies and principles Structure , Functions and Mechanism of HRM
Position role and characteristics of HR/Personnel Manager in an organization

Unit 2 HRM in practice

Procurement: Human Resource Planning, Recruitment, Selection, Placement, orientation and socialisation-Process policies and problems
Mobility of Personnel: Promotion Transfer, separation, superannuation – Principles, management and problems
Compensation and reward management: Wages and Salary administration, Policies and methods
Incentives and Fringe benefits, Employee Stock Option Scheme HR Accounting, HR Auditing HR Records, HR Research

Unit 3 Strategic HRM

HRD- Strategic Business Partner, Process of Strategic Management
Benefits and Relevance of Strategic Management, Mergers and acquisitions
HRM in International Industrial Organisations

Unit 4 Training, Development and Performance Management

Employees Training and Development, HRD Culture and Climate Building
Career planning, Performance Appraisal, Potential Appraisal and Evaluation

Unit 5 Innovations and challenges in HRD

Developmental supervision -concept and style Learning organisation and bench marking
Employee engagement, Skill mapping, CSR and corporate Governance, Activities: role play on organizational situation and role of HR professional Employee- employer dynamics

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