

Programme: MBA Tourism & Travel Management

MBT5201 HUMAN RESOURCE MANAGEMENT

Course Code	MBT5201	Semester	II
Course Title	Human Resource Management		
Credits	3	Type	Core

Course Description

The course aims to develop Administrative and Talent managing skills for human resources training and placement in Tourism Industry.

Course Outcome

By the end of the course, students are expected to be able to:

- CO1: Understand the essential elements of human resource management.
- CO2: Illustrate the features of the Human resource planning.
- CO3: Understand the importance of employee assistance programme.
- CO4: Gain Human Resource Management skills by engaging in Case studies
- CO5: Demonstrate an understanding on the basic concepts of Compensation.

Course Structure

The following is a detailed syllabus of Human Resource Management

Module I: Human Resources Management

Context and Concept of Human Resources Management- Organization and Functions of the HR – Structure and Strategy in Tourism - HR Manager – Evolution of HR Practices in Indian Context - e-HRM.

Module II: Human Resource Planning

Job Terminologies – Job Analysis – Job Description and Job Specification - Manpower Planning – Recruitment - Selection and Induction – Hiring Trends and Innovation in Tourism Industry.

Module III: Employees Assistance Programmes

Coaching and Mentoring – Performance Appraisal - Career Development – Promotions and Transfers – Employees Empowerment - Competency Standards in Tourism Sector- Retention and Retirement.

Module IV: Human Resource Development

Concept – Climate and Culture of HRD – Mechanisms of HRD: Training and Development – Methods, Design and Evaluation of T & D Programmes - Potential Appraisal

Module V: Compensation

Concepts – Job Evaluation - Principles and Determinants of Compensation - Productivity, Employee Morale – Compensation Issues in Tourism Sector - Quality of Work Life (QWL).

Testing & Evaluation

Internal Assessment (40 Marks)	External Assessment (60 Marks)
Two Class Tests – 20 Marks (10+10) Assignment – 10 Marks Presentation – 10 Marks	End Semester Assessment

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References

- Edwin B. Flippo (1995), Personnel Management, Tata McGraw Hill, New Delhi.
- Pramod Verma (2002), Personnel Management in Indian Organisations, Oxford & IBM Publishing Co. Ltd, New Delhi.
- Venkata Ratnam CS & Srivatsava BK (2003), Personnel Management and Human Resources, Tata McGraw Hill, New Delhi.
- S.K.Chakravarthy (1987), Managerial Effectiveness and Quality and Work Life, TMH, New Delhi.
- Robert L.Mathis & John.H.Jackson (2005), HRM, South Western Pub.
- Saiyadain S.Mirza (2003), HRM, TMH, New Delhi.
- Dessler (2001), A Framework for HR Management, Pearson Edn India.
- Edmund Heery (2001), A Dictionary of HRM, Oxford University Press.