

## **SSW 5011: HUMAN RESOURCE MANAGEMENT**

- Course Objectives**
- Develop an understanding pertaining to concepts and functions of HRD and HRM
  - To equip the students to understand the strategies of HRM
  - Develop understanding of various strategies, techniques and practices of HRD and HRM
  - Create curiosity on observations on current HR trends

### **Course Outline**

#### **Unit I 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 II 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 III 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 IV Training, Development and Performance Management**

Employees Training and Development, HRD Culture and Climate Building

Career planning, Performance Appraisal, Potential Appraisal and Evaluation

#### **Unit V 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

#### **Course Outcome**

- With the successful completion of the course, learners will be enabled to apprehend the scope and apply techniques of HRM
- Develop an understanding pertaining to concepts and functions of human resource management
- The course equips the learners to understand the strategies of

HRM in practice

- The learners will be updated with on current trends of human resource management and working procedures

## **References**

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