

**Semester VI**  
**Human Resource Management**  
**(100 Marks- 75 Lectures)**

**Objectives: It makes an attempt to knead all aspects of HRM to enable the students comprehend the key and vital issues of HRM in a dynamic environment.**

**Unit – I** (30 Marks-25 Lectures)

**a- Human Resource Planning**

Human resource planning (HRP) defined, objectives and importance of HRP, human resource planning process, barriers to HRP, how to make HRP effective

**b- Job Analysis and Design**

Process of Job analysis, methods of data collection, concept of job design, factors affecting job design, methods/ techniques of design.

**c- Recruitment, Selection and Placement**

Meanin, sources of recruitment and recruitment process in brief, business Process Outsourcing, need for outsourcing, HR Outsourcing Opportunities in India, benefits in outsourcing, meaning of selection , meaning of placement.

**Unit - II** (25 Marks-20 Lectures)

**a- Employee Compensation: Concept of Wage - Factors determining Wage Rates- Essentials of a sound Wage system – System of wage payment- (i) Time wage system-advantages and limitations (ii) Piece wage system-advantages and limitation Individual wage incentive plans Meaning - (i) Halsey Premium Plan (ii) Rowan Plan (iii) Taylor’s Differential Piece rate Plan (iv) Emerson’s Efficiency plan Group incentive plans Meaning- (i) Profit sharing scheme-features advantages and disadvantages (ii) Co-partnership – features - advantages and limitations. Payment of bonus act 1965 – Meaning and features.**

**b- Employee Empowerment: Meaning, conditions necessary for empowerment, forms of empowerment, empowerment in India: An Overview, barriers to empowerment.**

**c- Workers Participation in Management: Definition and objectives, forms of workers participation in management, workers participation in management: An Overview**

**Unit –III** (25 Marks-15 lectures)

**a- Labour Welfare: Concepts and objectives- Labour welfare agencies – (1) Government (11) Employers and (111) Trade Unions. Labour Welfare Programmes in Industries –Statutory and Non Statutory measures.**

- b- Trade Unions: Definition of trade Union- Functions of Trade Unions- Trade Union Movement in India- Weaknesses and problems of Indian Trade Unions- suggestions for healthy growth of Trade Unions in India – Challenges faced by trade Union in the light of globalization.
- c- Labour Turnover and Labour Absenteeism: Meaning of labour turnover and absenteeism, causes and effects of labour turnover and absenteeism, measures to minimize labour turnover and absenteeism.

Unit – IV  
lectures)

(20 Marks-15

- a- HRM in a changing environment – Changing environment of HRM, changing role of HRM
- b- Competencies and learning organizations: Employee branding, The need for innovation, creating an innovative organization, managerial roles, creating the innovation culture
- c- Re - Engineering : Business Process Re-engineering.

**Books for Study and Reference:**

- 1- David Lepak/ Mary Gowan Human Resource Management, Dorling Kindersley (India) Pvt Ltd, licensees of Pearson Education
- 2- Dr. S.S Khanka. Human resource Management (Text and Cases), S. Chand and Co Ltd. New Delhi
- 3- Sadri.J, Sadri.S, Nayak.N, A Strategic Approach to Human Resource Management, JAICO Publishing House
- 4- Kale, Ahmed, Industrial Management, Vipul Prakashan, Mumbai
- 5- Kale N.G Industrial Organisation and Management, Manisha Prakashan, Mumbai