

OBE based Teaching Lesson Plan 2019-20

Program: B.COM REGULAR

Course Name: HUMAN RESOURCES MANAGEMENT

Course Code: C115MC402

Semester: IV

Lecture hours: 60 HOURS

Faculty in-charge: Dr. Nagaraj, Dr. Sheela, Ms. Rini Steven

Course Outcome No.	Course Outcomes	T level Indicator
CO1.	Explain the role of Human Resource Manager with special reference to attrition.	T1
CO2.	Illustrate the process of HR planning, Recruitment, selection and Induction of a hypothetical organization.	T2
CO3.	Compare and contrast the Training methods and techniques adopted by any two organization and evaluation of training programme	T4
CO4.	Distinguish between Traditional and modern method of Performance appraisal system in the context of Career Planning and Development and succession planning.	T4
CO5.	Justify the Design of Compensation and rewards in alignment with Job Evaluation.	T5
CO6.	Develop a process of HR Audit and generate Audit Report of a hypothetical organization	T6

Module No. & Topics Covered	Course Outcome No.	No. of Lecture Hours	Pre-Class Activity	Instructional techniques	Assessment	T level
Module -1: Brief Introduction to Human Resources Management (HRM) HRM – Meaning, Importance, Objectives, Functions, Processes Systems Approach to HRM, Structure of the HR department, Meaning and reasons for Attrition, Merits and Demerits of Attrition.	CO1	8 Hrs		Interactive lectures Use of web resources Power point Presentations	Quiz Q &A Assignment	T1
Module –2: HR Planning, Recruitment, Selection & Induction HRP: Objectives, Need and Benefits, Process of HRP, Challenges in HRP. Recruitment: Definition, Objectives, factors affecting recruitment, sources and techniques, modern recruitment practices Selection: Meaning and definition, significance, selection procedures, recent trends in selection Placement: Meaning and definition Induction: Meaning, definition, process and importance	CO2	14 Hrs	Case Study	Interactive lectures Use of web resources Power point Presentations	Quiz Q &A Assignment Case Study Analysis Mock Interviews	T2
Module –3: Training & Development Meaning, Importance, Benefits, Need, Objective Identification of Training Needs, Training Methods & Techniques,	CO3	10 Hrs	Articles to read	Interactive lectures Use of web resources Power point Presentation	Group discussion Q &A Presentation Case Study	T4

Evaluation of Training Programmes, Training Management Systems & Processes				s	Analysis	
Module –4: Performance Appraisals and Career Management Performance Appraisal: Meaning, need, objectives, uses, process, methods (Traditional and Modern methods), essentials of a sound appraisal system, problems of performance appraisal Career Planning & Development: Definition, need and importance, career stages, process of career planning and development. Establishing a career development system – actions and pre-requisites Succession planning: Meaning and importance, Differences in HRP and Succession Planning.	CO4	10 Hrs		Interactive lectures Use of web resources Power point Presentations	Q &A Assignment Case Study Analysis	T4
Module –5: Compensation and Reward Management Job Evaluation: Meaning, Importance and Techniques Compensation: Meaning, definition, concepts and objectives, Importance of an ideal compensation plan, recent trends in compensation management, Principles and methods of compensation fixation. Rewards: Meaning and	CO5	8 Hrs	Case study	Interactive lectures Use of web resources Power point Presentations	Quiz Q &A Discussion	T5

Importance, Types of Rewards – monetary and non-monetary rewards.						
Module –6: Human Resource Auditing Need and Purpose, benefits, process, approaches to HR Audit, phases involved in HR Audit, Audit Reports – meaning	CO6	10 Hrs		Interactive lectures Use of web resources Power point Presentations	Quiz Q &A Case Study Analysis	T6

Continuous Internal Assessment –

- Power point presentation in class on the given topic.
- Assignment
- Role Play

Books for Reference:

- C. B. Memoria: Personnel Management.
- David Bell: Personnel Management.
- David R Hampton: Modern Management issues and Ideas.
- Deepak Kumar Bhattacharya: Human Research Management
- K. Aswathappa: Human Resource & Personnel Management.
- K. K. Aheja: Personnel Management.
- Michael Porter: HRM and Human Relations.
- T. N. Chhabra & K. K. Aheja: Managing People at Work.
- Amandeep Kaur, Punam Agarwal -Industrial Relations

Approved by: