

GUJARAT TECHNOLOGICAL UNIVERSITY

MASTERS IN TECHNOLOGICAL MANAGEMENT-MTM DUAL DEGREE PROGRAMME

Semester – IX (W.e.f. August 2015)

Subject: HUMAN RESOURCE MANAGEMENT

Subject Code: 4290104

1. COURSE OBJECTIVES

- The main objective of this subject is to introduce the student to different roles of Human being in an organization & teaches the basic principles of strategic human resource management
- This subject helps the student understand the different aspects of Human Resource Planning, Job Analysis, Total Quality management and job Evaluation. Impact and relevance of Recruitment, Selection and change that can be brought in with the help of effective Training & Development Strategies. The course also helps to learn the Industrial Laws related to Industries
- Engineering Students thus will be exposed to the Human Resource Dept. functioning in an organization and the various roles the Human Resource Manager functions. Case studies in the course shall enhance the correlation between the theory and practical aspects.

2. COURSE DURATION

The course duration is of 36 sessions of 75 minutes each i.e. 45 hours.

3. SUBJECT CONTENT

Sr. No.	Name of the Chapter & Topic	Total Weightage
Module 1	Introduction to Human Resource Management – Nature; Scope; Importance; HRM Functions & HRM Models; Human Resource Planning – Nature; Importance; Requisites for HRP; Barriers Job Analysis – Nature; Process; TQM; Requisites; Problems Job Design – Importance; Approaches; Challenges & Job Evaluation - Process; Methods	25%
Module 2	Recruitment - Nature; Importance; Factors; Process, Alternatives Selection – Nature; Process; Evaluation; Barriers ; Assessment Centers; Barriers Training & Development - Role & Importance of Orientation programs & induction; Nature of T&D; Process ; MDP's ; Measures to make it effective	25%
Module 3	Performance Appraisal – nature; Process; Challenges ; legal constraints with PA Compensation Management - Components; Theories of Compensation; Factors Influencing Compensation; Concept of wages; Challenges Incentive & Fringe Benefits –Nature; Prerequisites; Scope; Types T1of Incentive schemes	25%
Module 4	Industrial Relations & Trade union – Introduction ; Definition of IR; Nature of Trade Union; TU Movement in India; Challenges Resolving Disputes – Nature; Causes; Settlement of Dispute; Grievance Handling Labour Laws – Nature & Need; Introduction to different Labour Laws Global HRM - Domestic HRM & IHRM; Managing HR Activities; Managing Expatriates, Repatriate & Role of Cross Cultural Training	25%
Module 5	Practical study related to HR practices in at least two firms in Engineering Industry located in GIDC within or nearby city /town / village in which the college is situated by a group of two students or one student as decided by college .	25 marks in CEC

4. TEACHING METHOD

The course will use the following pedagogical tools:

- (a) Case discussions covering a cross section of decision situations.
- (b) Discussion on issues and techniques
- (c) Projects/Assignments/Quiz/Class Participation, etc

5. EVALUATION METHOD

A	Mid Semester Exam (Internal Assessment)	30 Marks
B	End Semester Exam (External Assessment)	70 Marks
C	Continuous Evaluation (Attendance, Quiz, Class Participation, Discussions etc.)	50 Marks

6. BASIC TEXT BOOKS

Text Book:

Sr. No	Author	Name of the Text Book	Publisher & Edition
T 1	K Ashwathapa	Human Resource Management , Text and Cases	Tata McGraw Hill (7 th Edition)
T 2	Garry Dessler & Biju Varkkey	Human Resource Management	Pearson (11 th Edition)

7. REFERENCE BOOKS

Reference Book

Sr. No	Author	Name of the Reference Book	Publisher & Edition
R 1	P. Subba Rao	Personnel and Human Resource Management , Text and Cases	Himalaya Publishing House
R2	Dynamics of Industrial Relations	Mamoria,, Mamoria & Gankar	Himalaya Publishing House

8. List of Journals/Periodicals/Magazines/Newspapers, etc.

Human Capital, Indian Journal of Industrial Relations, HRM Review, Indian Journal of Training and Development

Sr. No	Topic	Session
1	Nature; Scope; Importance of HRM, HRM Functions & HRM Models Nature; Importance; Requisites for HRP; Barriers	1-4
2	Nature; Process; TQM; Requisites; Problems of Job Analysis	5-6
3	Importance; Approaches; Challenges Of Job Design	7
4	Job Evaluation- Process; Methods	8
5	Recruitment - Nature; Importance; Factors; Process, Alternatives	9-11
6	Selection – Nature; Process; Evaluation; Barriers ; Assessment Centers; Barriers	11-12
7	Training & Development- Role & Importance of Orientation programs & induction; Nature of T&D	13-14
8	Performance Appraisal – nature; Process; Challenges ; legal constraints with PA	15-16
9	Compensation Management - Components; Theories of Compensation	17-19
10	Factors Influencing Compensation; Concept of wages; Challenges	20
11	Incentive & Fringe Benefits –Nature; Prerequisites; Scope; Types T1of Incentive schemes	21-23
12	Industrial Relations & Trade union – Introduction ; Definition of IR; Nature of Trade Union; TU Movement in India; Challenges	23-24
13	Resolving Disputes – Nature; Causes; Settlement of Dispute; Grievance Handling	25-26
14	Labour Laws – Nature & Need; Introduction to different Labour Laws	27-28
15	Integrating Strategy HR with Business Strategy & HR Audit – Nature of SHRM; Process; Barriers	29-30
16	Global HRM- Domestic HRM & IHRM; Managing HR Activities; Managing Expatriates, Repatriate & Role of Cross Cultural Training	31-33
	Module V	34-36
	Total Session	36