



<b>Program</b>	Master of Business Administration (MBA)	<b>Semester - 2</b>
<b>Type of Course</b>	-	
<b>Prerequisite</b>		
<b>Rationale</b>	-	
<b>Effective From A.Y.</b>	2024-25	

Teaching Scheme (Contact Hours)				Examination Scheme				
Lecture	Tutorial	Lab	Credit	Theory Marks		Practical Marks		Total Marks
				T	T	P	P	
4	-	-	4	50	30	-	-	150

*SEE - Semester End Examination, T - Internal Theory, P - Internal Practical*

Course Content		T - Teaching Hours   W - Weightage	
Sr.	Topics	T	W
1	<b>Overview of HRM</b> An Overview, Objectives, Scope and Functions of HRM, HR and Line Managers, HR Department, HR Roles & competencies, Evolution of HRM, <b>Recruitment:</b> Definition, Process and Sources of Recruitment, Factors governing the Recruitment Policy Industry Specific Strategy & labour market Choice <b>Selection:</b> Selection Process - Application Forms, Selection Tests, Interviews, Evaluation Role of Line & HR manager in Selection Placement and Induction Competency Mapping	15	25
2	<b>Functions</b> <b>Job Analysis, Job Design and Job Evaluation:</b> <ul style="list-style-type: none"> <li>Job Analysis - Features, Process and Methods of Job Analysis</li> <li>Job Analysis, Job Description, Job Specification</li> <li>Job Design - Meaning and Components of Job Design</li> <li>Job Evaluation - Concept, Objectives, Process, Methods, Advantages and Limitations of job evaluation, Competency based job evaluation</li> </ul> <b>Training and Management Development:</b> <ul style="list-style-type: none"> <li>Training – Meaning, Process and Methods</li> <li>Management Development – Meaning, Methods, Differences between Training and Development</li> <li>ROI in Training</li> </ul> <b>Performance Appraisal:</b> <ul style="list-style-type: none"> <li>Meaning, Need and Process</li> <li>Performance Appraisal Methods - 360-degree</li> <li>Feedback, Management by Objectives (MBO), Factors affecting Performance of an Employee, Correcting performance gap in different area</li> </ul> <b>Compensation and Reward Systems:</b> Meaning, types, Strategic approach to compensation	15	25
3	<b>Acts</b> <ul style="list-style-type: none"> <li>The trade union act, 1926</li> <li>The industrial disputes act, 1947</li> <li>Payment of gratuity act, 1972</li> <li>Workmen’s compensation act, 1923</li> <li>Employee provident fund &amp; miscellaneous provisions act, 1952 including EMPFS, EFPS, EPS &amp; EDLIS</li> <li>Child labour (prohibition and regulation) act, 1986</li> </ul>	15	25
4	<b>Trends</b>	15	25



Course Content		T - Teaching Hours   W - Weightage	
Sr.	Topics	T	W
	<ul style="list-style-type: none"> <li>Need for HR Measurement, Significance and concept of HR Analytics,</li> </ul> <b>Trends</b> <ul style="list-style-type: none"> <li>Employee Engagement – Meaning, Degrees, Drivers, Measurement of Engagement</li> <li>Talent Management – Meaning, Life cycle and Initiatives</li> <li>Mergers and Acquisitions in HRM.</li> <li>HR Scorecard.</li> <li>Knowledge Management Process.</li> <li>Conflict management</li> <li>AI based HRM</li> </ul> Business Partner Human Resource		
<b>Total</b>		<b>60</b>	<b>100</b>

Suggested Distribution Of Theory Marks Using Bloom's Taxonomy				
Level	Understanding	Application	Analyze	Evaluate
<b>Weightage</b>	25	25	25	25

*NOTE : This specification table shall be treated as a general guideline for the students and the teachers. The actual distribution of marks in the question paper may vary slightly from above table.*

Course Outcomes	
<b>At the end of this course, students will be able to:</b>	
CO1	Evaluate various tools of basic HR functions based on the industry
CO2	Appraise and debate the importance of communication in various HRM functions like job analysis, training, R & S etc
CO3	Analyze the role of leader in successful organisations, merger & acquisition & knowledge Management.
CO4	Investigate the changing role of HR in the for areas like workplace diversity, Expatriate pay etc

CO PO Mapping				
CO	CO - 1	CO - 2	CO - 3	CO - 4
<b>PO - 1</b>	3	2	2	2
<b>PO - 2</b>	2	3	2	2
<b>PO - 3</b>	1	1	3	1
<b>PO - 4</b>	2	2	2	3
<b>PO - 5</b>	1	1	2	2

Reference Books	
1.	<b>Human Resource Management (TextBook)</b> By Garry Dessler and Biju Varkkey   Pearson   Latest Edition
2.	<b>Human Resource Management</b> By K. Ashwathapa   Himalaya Publication   Latest Edition