

DEPARTMENT OF HUMANITIES & SOCIAL SCIENCES

Programme: Ph. D

Course Title: Human Resource Management

Course Category: Pre-PhD Course Work

Course Code: HUT 711

Credits: 3 (L-3)

Semester: Odd/Even

Course Objective

Internal: 50 Marks

Theory: 50 Marks

Total: 100 Marks

Time: 3hrs

This course aims at increasing acquaintance of the scholars with HR concepts in an attempt to raise students' level of understanding with respect to people dynamics in modern organizations.

UNIT I Introduction to HRM

Human Resource Management- Concept, Scope and Functions of HRM; Evolution of HRM: HR Philosophy, HR Policies.; Theoretical Perspectives.

Unit II Human Resource Development

Developing and Retaining Talent - training & development- Nature, Its Importance as source of competitive Advantage, Inputs in Training and Development; Training Needs Identification; Training Process: Deriving Instructional Objectives, Designing, Methods of Training and Development Implementation and Evaluation of the Training Program, Performance Appraisal: Its Process, Methods and Its Relevance. employee retention- motivation and engagement, return on developing talent management information system.

Unit III Group Dynamics and Leadership Excellence

Definition, Types of groups, Dynamics of group formation, Group Decision making Techniques. Leadership- Leader v/s manager- Leadership styles, Concepts, Theories and Styles: Trait, Behavioral and situational; Transactional and Transformational Leaderships, Leadership effectiveness, effective leadership communication.

Unit IV Recent Developments in HRM

Work-Life Balance, Workforce Diversity, Six Sigma in HRM, HR Analytics: HR Metrics and Analytics, Objectives of HR Analytics, Stages of HR Analytics.

Course Outcomes

After the completion of this course students will be able to develop a comprehensive knowledge of issues affecting the employer-employee relationship. Based on this knowledge, students will be able to advance appropriate organizational HRM practices and be familiar with each element's key concepts & terminology. They will be able to apply the principles and techniques of human resource management gained through this course to the discussion of major personnel issues.

Suggested Readings

- Robbins, S. P. (2004). Organizational Behavior. Pearson Education.
- Luthans, F. (2002). Organizational Behavior. McGraw-Hill International Edition.
- Pareek, Udai. (2004). Understanding Organizational Behavior. Oxford University Press.
- Kolb, D. (1991) Organizational Behavior: An Experiential Approach. 5th ed. Englewood Cliffs, New Jersey, Prentice Hall Inc.,
- Moore, MD, (1988) Inside Organizations: Understanding the Human Dimensions London, Sage
- Clifford T Morgan, Richard A King, John R Weiz, John Schopler (2009) Introduction to Psychology, Tata McGraw Hill

- RK Sahu (2010), Group Dynamics & Team Building, Excel Books