

## DEPARTMENT OF HUMANITIES & SOCIAL SCIENCES

### B. Tech (Open Elective Course)

#### Course Title: Human Resource Management

**Course Category: OE**  
**Course Code: HSOE 401**  
**Credits: 3 (L-3)**  
**Semester: 7th**

**Internal: 50 Marks**  
**Theory: 50 Marks**  
**Total: 100 Marks**  
**Time: 3hrs**

#### Course Objectives

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

#### UNIT I

Human Resource Management- Concept, Scope and Functions of HRM; Evolution of HRM: Craft System, Scientific Era, Human Relation Movement, Strategic Human Resource Management.

#### Unit II

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. Performance Appraisal: Its Process, Methods and Its Relevance.

#### Unit III

Workplace Spirituality and Human Resource Management, Workforce Diversity: Reasons & Strategies, Leadership- Leader v/s manager- Leadership styles, Concepts, Theories and Styles Trait, Behavioral and situational Transactional and Transformational Leaderships, Spiritual leadership.

#### Unit IV

Transactional Analysis: Life Positions, Johari Window, Analysis of transactions, Understanding emotions and feelings. Stress: reasons and effects, identifying stress, the four A's of stress management, techniques, Approaches, Thinking and Problem Solving Skills, Green Human Resource Management & Sustainability.

#### Course Outcomes

After the completion of the course students will be able to gain the knowledge and skills that are required to effectively contribute to dynamic organizations. Students will be able to evaluate HRM related social, cultural, ethical and environmental responsibilities and issues in a global context.

#### 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
- R.K.Sahu (2010), Group Dynamics & Team Building, Excel Books