



MARRI LAXMAN REDDY INSTITUTE OF TECHNOLOGY AND MANAGEMENT

(AN AUTONOMOUS INSTITUTION)

(Approved by AICTE, New Delhi & Affiliated to JNTUH, Hyderabad)

Accredited by NAAC with 'A' Grade & Recognized Under Section 2(f) & 12(B) of the UGC act, 1956

COURSE CONTENT

HUMAN RESOURCE MANAGEMENT								
II SEMESTER								
Course Code	Category	Hours/Week			Credits	Maximum Marks		
22MBA009	CORE	L	T	P	C	CIE	SEE	Total
		4	-	-	4	40	60	100
Contact Classes:60	Tutorial Classes: Nil	Practical Classes: Nil			Total Classes: 60			
Prerequisite: Basic understanding of Human resource Management								

COURSE OVERVIEW:

This course is designed to introduce students to the concepts, significance and strategic role of Human Resource Management in organizations. It covers talent acquisition, training and development, performance management systems, compensation and reward structures, employee welfare measures, industrial relations, grievance handling, labour legislations and workplace safety. The course also includes modern HR practices such as HR analytics, AI in HRM, e-HRM and diversity management to ensure effective HR governance in dynamic business environments.

COURSE OBJECTIVES:

- To introduce the concepts, significance and role of Human Resource Management in an Organization.
- To impart knowledge on the aspects of Talent acquisition and Management.
- To provide insights into the design and implementation of training, development and Performance appraisal systems that align with individual and organizational goals.
- To highlight the significance of effective Compensation, Rewards and Employee Welfare measures in Organizations along with the relevant Acts.
- To familiarize students with employee relations frameworks, grievance redressal mechanisms, separation policies and essential labour laws governing workplace safety and health.

COURSE OUTCOMES: After Completion of the course, students should be able to

1. Understand the core principles of HRM, their key objectives, functions, job analysis and their role in driving organizational success.
2. Explain the fundamental concepts of recruitment, selection, compensation and job evaluation processes within HRM
3. Apply appropriate training methods, techniques for enhancing individual, group and organizational development.

4. Analyze performance appraisal methods & interview processes for establishing challenges in improving performance management.
5. Evaluate approaches on industrial relations through grievance handling, conflict resolution and work-life quality improvement.

UNIT-I INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

Objectives of human resource management, human resource objectives, human resource activities, challenges of human resource management, job analysis and design, uses of job analysis, methods of data collection, job description and specifications, job design, job rotation, job enlargement, job enrichment, strategic and human resource planning, human resource planning process, human resource information systems, Labour Legislations

UNIT-II RECRUITMENT AND SELECTION

The recruitment process, methods of recruiting, challenges of recruiting, selection process, type of tests, basic features of interviews, types of interviews, interview errors and bias, designing and conducting the effective interview. Compensation Management and Job Evaluation

UNIT-III TRAINING AND DEVELOPMENT

Introduction to training, the training process, training methods, management development, individual, group. Organizational techniques, evaluation of training and development.

UNIT-IV PERFORMANCE APPRAISAL

The appraisal process, methods and potential problems in performance evaluation, the appraisal interview, the feedback interview, the role of appraisal in managing performance, career planning and development.

UNIT-V INTEGRATION

Quality of work life, quality circles, industrial disputes, causes and remedial measures, collective bargaining, the management of conflicts, sources of grievances, the grievance procedure, guidelines for handling grievances, welfare services, separation.

TEXT BOOKS:

- Gary Dessler, Biju Varkkey, Human Resource Management, Pearson, 17e, 2023.
- P. Subba Rao, Essentials of Human Resource Management, Himalaya Publishing, 6e, 2021.
- Biswajeet Pattanayak, Human Resource Management, 5e, 2018.
- Robert L. Mathis, John H. Jackson, Manas Ranjan Tripathy, Human Resource Management, Cengage Learning 2016.

REFERENCE BOOKS:

- K. Aswathappa, Human Resource Management: Text and Cases, TMH, 8e, 2017.
- Sharon Pande and Swapnalekha Basak, Human Resource Management, Text and Cases, Vikas Publishing, 2e, 2016.

ELECTRONIC RESOURCES:

1. <https://youtu.be/ESFUGzdRTio?si=gA1rBevB6BpfVFoR>
2. https://www.youtube.com/playlist?list=PLLy_2iUCG87BVz2k0wfcBAkN6BlxD7S3s
3. https://onlinecourses.nptel.ac.in/noc26_mg30/preview?utm_source=chatgpt.com
4. https://archive.nptel.ac.in/courses/110/105/110105159/?utm_source=chatgpt.com
5. https://kongunadu.digimat.in/nptel/courses/video/110107145/L20.html?utm_source=chatgpt.com

MATERIALS ONLINE:

1. Course template
2. Tutorial question bank
3. Tech talk and concept video topics
4. Open-ended experiments / case discussions
5. Definitions and terminology
6. Assignments
7. Model question paper – I
8. Model question paper – II
9. Lecture notes
10. PowerPoint presentations
11. Drshya Siksha Sangrah (DSS) Videos

