

FOR M.Tech., TEE Magf

NATIONAL INSTITUTE OF TECHNOLOGY, TIRUCHIRAPPALLI  
DEPARTMENT OF HUMANITIES AND SOCIAL SCIENCES

| COURSE OUTLINE TEMPLATE        |  |                |                            |
|--------------------------------|--|----------------|----------------------------|
| Course Title                   | Human Resource Management  |                |                            |
| Course Code                    | HM 601   | No. of Credits | 3                          |
| Department                     | Humanities & Social Sciences   | Faculty        | Dr. G. NAGASUBRAMANIYAN    |
| Pre-requisites Course Code     | Nil  |                |                            |
| Course Coordinator             | Nil  |                |                            |
| Other Course Teachers / E-mail | <a href="mailto:nagus@nitt.edu">nagus@nitt.edu</a>                                       | Telephone No.  | 0431-2503697<br>9443604059 |
| Course Type                    | <input type="checkbox"/> Core course <input checked="" type="checkbox"/> Elective Course |                |                            |

COURSE OVERVIEW

Employees as human beings, and not as cogs in a machine, occupy the central position around whom all material things revolve. The worker as a mental organism having flesh and blood and not as blind lifeless machine. This Course intends to give an eye opener for the students about Human Resource Management and its functions to develop the efficiency and effectiveness of the Human Resource in an organisation. In other words apart from Mechanical, Business factors, there exists a third factor in an industry that is the Human Factor.

COURSE OBJECTIVES

1. The recognition of the importance of Human Resource Management as a strategic business partner.
2. Corporations all over the world today recognize "People" and their "Competencies" as a strategic resource that gives Competitive Advantage.
3. To enhance performance of individuals through participation in decision making.
4. To provide a broader outlook with a framework for analysis of industrial relations problems.
5. To develop long-term solutions through various inputs, case studies that go into the Human Resource Problem and the control aspects is more oriented to a "here and now" situation to take care of the problems quickly.
6. To hone the Human Relations skill of the future incumbents of industrial organisations.



| COURSE OUTCOMES (CO)   |                                |
|--|--------------------------------|
| Course Outcomes  | Aligned Programme Outcomes(PO) |
| <ol style="list-style-type: none"> <li>1. To understand the importance of Human Resource in an industry.</li> <li>2. To have an idea about business process in the context of Human Resource management.</li> <li>3. To aware the concept of Best-fit employees.</li> <li>4. To get a feel of system approach of training, benefits of employee training.</li> <li>5. To have an idea about contemporary problems like Quality of Work Life, Quality Circles.</li> <li>6. To understand the conflict resolution strategies.</li> </ol> |                                |

| COURSE TEACHING AND LEARNING ACTIVITIES |                       |  |   |
|---|-----------------------|--|---|
| S. No.                                  | Week                  | Topic  | Mode of Delivery  |
| 1.                                      | 1 <sup>st</sup> Week  | Fundamentals of Human Resource Management- objectives features- Importance.  | PPTS & Lecture and Case study method. Programmed Instruction. |
| 2.                                      | 2 <sup>nd</sup> Week  | Concepts of Human Resource Management- Approaches to Human Resource Management- Case studies.                                      |   |
| 3.                                      | 3 <sup>rd</sup> Week  | Human Resource Accounting- Human Resource planning- Objectives- Prerequisites- Barriers to HR planning- Case studies.              |   |
| 4.                                      | 4 <sup>th</sup> Week  | Job analysis- Job design approaches- Job related concepts- Case studies.   |   |
| 5.                                      | 5 <sup>th</sup> Week  | Job Evaluation- Methods- Performance Appraisals- Method- Case studies.   |   |
| 6.                                      | 6 <sup>th</sup> Week  | Retention plan- Recruitment Policy- Sources of recruitment- Selection process- Types of Psychological Tests- Case studies.         |   |
| 7.                                      | 7 <sup>th</sup> Week  | Employee Training- Training objectives- Training process- Methods of training- Case study.   |   |
| 8.                                      | 8 <sup>th</sup> Week  | Contemporary problems of HRM- QWL Productivity- Strategies to develop QWL- Case study.   |   |
| 9.                                      | 9 <sup>th</sup> Week  | Quality circles- Objectives- Processes- Techniques- Worker's participation in management- Case studies.                            |   |
| 10.                                     | 10 <sup>th</sup> Week | Morale and Productivity- Case study- Introduction to Industrial Relations concepts- Case studies.                                  |   |
| 11.                                     | 11 <sup>th</sup> Week | Structures and Functions of Trade unions- Unionization- Law and Environment- Collective- Bargaining Process- Trends- Case studies. |   |
| 12.                                     | 12 <sup>th</sup> Week | Employee Grievances- Grievance handling procedures- Approaches- Industrial conflicts- Measures to solve conflicts- Case studies.   |   |



| COURSE ASSESSMENT METHODS  |  |             |          |             |
|--|--|-------------|----------|-------------|
| S. No.   | Mode of Assessment   | Week / Date | Duration | % Weightage |
| 1.   | I Cycle Test   | 5 Weeks     | 1 hr.    | 20 Marks    |
| 2.   | II Cycle Test  | 5 Weeks     | 1 hr.    | 20 Marks    |
| 3.   | Seminar/ Case presentation                                       | 2 Weeks     | 6 hrs.   | 5 Marks     |
| 4.   | Assignments + (2 No's) Surprise Tests                            | -           | -        | 5 Marks     |
| 5.   | Semester Exams Question Paper containing (Theory & Case studies) | -           | 3 hrs.   | 50 Marks    |
| <b>ESSENTIAL READINGS : Textbooks, reference books, Website addresses, journals. etc</b> |  |             |          |             |
| Handouts, HBR Articles, Online resources will be distributed to the students.            |  |             |          |             |

**COURSE EXIT SURVEY (mention the ways in which the feedback about the course is assessed and indicate the attainment also)**

1. Feedback could be provided during class committee meeting.
2. A formal descriptive feedback will be collected at the end of the course.

**COURSE POLICY (Including plagiarism, academic honesty, attendance, etc.)**

**Attendance**

1. Since the M. Tech students get GATE Scholarship, 95% attendance will be insisted.
2. Students will be told to attend the Case, Seminar presentations, and surprise tests without fail.

**Plagiarism**

1. The marks allotted to the assignments will be reduced for cut and paste.

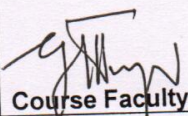
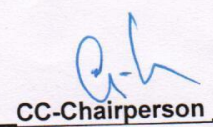
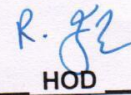
**Consultation**

2. The students can meet the faculty concerned for clearing the doubts based on the working hours of the institute.
3. Getting prior permission with the staff concerned is mandatory.

**ADDITIONAL COURSE INFORMATION**

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**FOR SENATE'S CONSIDERATION**

 Course Faculty
  CC-Chairperson
  HOD