NATIONAL INSTITUTE OF TECHNOLOGY, TIRUCHIRAPPALLI

DEPARTMENT OF _ Management Studies_____

COURSE PLAN – PART I			
Name of the programme and specialization	Minor Specialization		
Course Title	Human Resource Management		
Course Code	MBMI 13	**No. of Credits**	3
Course Code of Pre-requisite subject(s)	-		
Session	July / January _July_	**Section (if, applicable)**	A / B
Name of Faculty	Dr. Nivethitha S Dr. Thiyagarajan Dr. Boopalan	**Department**	Management Studies
Official Email	snive@nitt.edu thiya@nitt.edu boopalan@nitt.edu	**Telephone No.**	9344546699
Name of Course Coordinator(s) (if, applicable)			
Official E-mail		**Telephone No.**	
Course Type (please tick appropriately)	☐ **Core course**	☑ **Elective course**	

Syllabus (approved in BoS)

UNIT I INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

Evolution of human resource management – The importance of the human factor – Objectives of human resource management –Role of Human Resource Manager – Human resource policies.

UNIT II RECRUITMENT AND SELECTION

Importance of Human Resource Planning – Forecasting human resource requirement – Internal and External sources – Recruitment introduction – Importance – Practices, Data driven recruitment – Selection process screening – Tests - Validation – Interview - Medical examination.

UNIT III TRAINING AND EXECUTIVE DEVELOPMENT

Types of training methods purpose benefits resistance, Executive development programmes – Benefits - Socialization benefits.

UNIT IV CAREER & COMPETENCY DEVELOPMENT

Career Concepts – Roles – Career stages – Career planning and Process – Career development Models– Career Motivation and Enrichment – Managing Career plateaus- Designing Effective Career Development Systems – Competencies and Career Management.

UNIT V PERFORMANCE EVALUATION AND RECENT TRENDS IN HRM

Method of performance evaluation – Feedback – Industry practices. Promotion, Demotion, Transfer and Separation – HR metrics, Balance Scorecard, Artificial Intelligence in HR, HR Chatbot.

Text Books

1. Dessler Human Resource Management, Pearson Education Limited

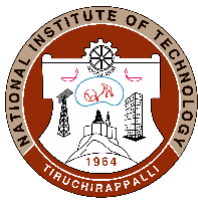2. Decenzo and Robbins, Human Resource Management, Wiley

Reference Books

3. K. Ashwathappa "Human resoursces & personal Management" Text & Cases Tata McGraw Hill & Co

4. S.S.Khanka, Human Resource Management,S.Chand

COURSE OBJECTIVES

To enable the students to study the evolution of human resource management, to study the various human resource practices and its wide application in the organization.

MAPPING OF COs with POs

Course Outcomes	Programme Outcomes (PO) (Enter Numbers only)
1. To gain knowledge about the evolution and foundation of Human Resource Management	1
2. To get insight into concepts and various methods of Recruitment and Selection	1, 4 & 10
3. To understand the different types of training and its benefits	2, 4, 6 & 10
4. To gain knowledge about career development practices and competency development	2, 4, 6 & 10
5. To understand the importance of performance evaluation and recent trends in Human Resource Management.	2, 4, 6 & 10

COURSE PLAN – PART II			
COURSE OVERVIEW			
This course will help you to understand aspects of the human resource functions – recruitment, selection, training, career development and performance appraisal. Further this course will provide an exposure to current developments on human dimensions in today's business environment.			

COURSE TEACHING AND LEARNING ACTIVITIES (Add more rows)

S.No.	Week/Contact Hours	Topic	Mode of Delivery
1	1 Week	Introduction to human resource management; Evolution of human resource management	Chalk & Talk; PPT
2	2 Week	RBV theory - The importance of the human factor; Objectives of human resource management	PPT; Case Discussion
3	3 Week	Role of Human Resource Manager – Human resource policies.	PPT; Case Discussion
4	4 Week	Introduction to recruitment and selection	Chalk & Talk
5	5 Week	Human Resource Planning; Sources of recruitment	Chalk & Talk; PPT
6	6 Week	Selection Process	PPT; Case Discussion
7	7 Week	Training and development - Overview	Case Discussion
8	8 Week	Various methods of Training and its benefits	Chalk & Talk; PPT
9	9 Week	Executive development	Chalk & Talk; PPT
10	10 Week	Career Management - Process and Models	Chalk & Talk; PPT
11	11 Week	Designing Effective Career Development Systems	Chalk & Talk; PPT
12	12 Week	Competencies development and mapping	Chalk & Talk; PPT
13	13 Week	Performance Management – Process Method	PPT; Case Discussion
14	14 Week	Performance Appraisal methods	PPT; Case Discussion
15	15 Week	HR metrics, Balance Scorecard, Artificial Intelligence in HR	Chalk & Talk

COURSE ASSESSMENT METHODS (shall range from 4 to 6)

S.No.	Mode of Assessment	Week/Date	Duration	% Weightage
1	Cycle Test 1	12.9.2019	1 hr	20
2	Cycle Test 1	17.10.2019	1 hr	20

3	Assignment	30.10.2019		10
CPA	Compensation Assessment*			
4	Retest	31.10.2019	1 hr	
5	Final Assessment *	14.11.2019	3 hrs	50

*mandatory; refer to guidelines on page 4
COURSE EXIT SURVEY (mention the ways in which the feedback about the course shall be assessed)
Feedback received from student's anonymous survey
COURSE POLICY (including compensation assessment to be specified)
- Retest will be conducted only to the students who got prior permission before the Cycle test 1 or Cycle test 2   - Assignment late submissions will not be allotted any marks

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ATTENDANCE POLICY (A uniform attendance policy as specified below shall be followed)

- At least 75% attendance in each course is mandatory.

- A maximum of 10% shall be allowed under On Duty (OD) category.

- Students with less than 65% of attendance shall be prevented from writing the final assessment and shall be awarded 'V' grade.

ACADEMIC DISHONESTY & PLAGIARISM

- Possessing a mobile phone, carrying bits of paper, talking to other students, copying from others during an assessment will be treated as punishable dishonesty.

- Zero mark to be awarded for the offenders. For copying from another student, both students get the same penalty of zero mark.

- The departmental disciplinary committee including the course faculty member, PAC chairperson and the HoD, as members shall verify the facts of the malpractice and award the punishment if the student is found guilty. The report shall be submitted to the Academic office.

- The above policy against academic dishonesty shall be applicable for all the programmes.

ADDITIONAL INFORMATION, IF ANY

FOR APPROVAL

Course Faculty_____   CC- Chairperson_____   HOD_____