INTERNATIONAL MANAGEMENT INSTITUTE, BHUBANESWAR

Fellow Programme in Management (FPM)

Advances in HRM

CREDIT:03
SESSION DURATION: 60 Minutes
YEAR: 2020-2021

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Course Introduction

This course is aimed to equip learners with latest advancements in HR discipline. This course will help scholars to assess HR performance and understand the financial impact of HR initiatives. This course will also delve in emerging issues in HR like impact technology on Human Resource Management, Diversity Management, Employee Experience etc.

Learning Outcomes

Knowledge:

- Advances in HRM (K1)
- Understand HRIS (K2)
- Understand HR Scorecard, HR Audit (K3)
- Value of HR (K4)
- HR Metrices (K5)
- Impact of Technology on HR (K6)
- Emerging Areas in HR (K7)

Skills:

- How to calculate financial impact of HR initiatives (S1)
- HR Accounting (S2)

Evaluation Scheme	Class Participation & Research Paper Discussions	20
	Term Paper	30
	Presentation	10
	Comprehensive Examination	40
	Total	100
Pedagogic tools	Lecture, Discussions, Exercises	

Suggested Readings

1. Cascio, W. F., & Boudreau, J. W. (2008). Investing in people: Financial impact of human resource initiatives. Upper Saddle River, NJ: FT Press.

2. Varkkey, B. & Dessler, G. (2011), Human Resource Management, Pearson

3. Fitz-enz, J. (2010). The new HR analytics: Predicting the economic value of your company's human capital investments. New York: AMACOM.

Session Plan

Session No.	Topic	Pedagogy	Learning Outcome	Pre-reading
1	Introduction to the course Advances in HRM	Lecture & Discussion	K1	Will be provided
2	Human Resource Information System (HRIS)	Lecture & Discussion	K2	Ch-28, SR-3
3	Human Resource Information System (HRIS)	Lecture & Discussion	K2	Ch-28, SR-3
4	HR Accounting	Lecture & Discussion	S2	Ch-28, SR-3
5	HR Accounting	Lecture & Discussion	S2	Ch-28, SR-3
6	HR Audit	Lecture & Discussion	K3	Ch-27, SR-3
7	HR Audit	Lecture & Discussion	K3	Ch-27, SR-3
8	Value of HR	Lecture & Discussion	K4	Will be provided
9	HR Metrics and Workforce Analytics	Lecture & Discussion	K5	Will be provided
10	HR Metrics and Workforce Analytics	Lecture & Discussion	K5	Will be provided
11	HR Metrics and Workforce Analytics	Lecture & Discussion	K5	Will be provided
12	HR Scorecard	Lecture, Exercise	K3	will be provided
13	HR Scorecard	Lecture, Exercise	K3	Will be provided
14	HR Scorecard	Lecture, Exercise	K3	Will be provided
15	Financial Impact of HR	Lecture,	S1	Ch-3, SR-1

		Discussion, Exercise		
16	Financial Impact of HR • Cost of Employee Separation	Lecture, Discussion, Exercise	S1	Ch-4, SR-1
17	Financial Impact of HR • Healthcare cost • Work-Life Programs	Lecture, Discussion, Exercise	S1	Ch-5,7 SR-1
18	Financial Impact of HR • Cost and Development Programs	Lecture, Discussion, Exercise	S1	Ch-11, SR-1
19	Financial Impact of HR • Economic value of job performance	Lecture, Discussion, Exercise	S1	Ch-9, SR-1
20-21	Impact of Technology on HR	Lecture & Discussion	K6	Will be provided
22-24	HR practices and Employee Experience	Lecture & Discussion	K7	Will be provided
25-26	Cross Cultural Management	Lecture & Discussion	K7	Will be provided
27-28	Emerging Areas of Research in HR	Lecture & Discussion	K7	Will be provided
29-30	Presentation on Term Paper	Presentation	K7	Will be provided

Assignment

Project- Term Paper Writing

Purpose

The purpose of this assignment is

a) To broaden your knowledge of a specific topic
b) To help you gain experience in gathering, interpreting, and documenting information, developing and organizing ideas and conclusions and communicating them effectively in the form of paper
c) To apply the concept learnt in the class

Scoring Rubric for assignment

Level of Achievement	Case/Project Report	Presentation
Exemplary	•Addresses the issues. •Presents arguments in a logical order. •Uses acceptable style and grammar (no errors). •Backs conclusions with data and warrants	• No error in PPTs • Teamwork and excellent display of communication skills • Excellent handling of Q & A
Very Good	•Does not address the issue explicitly, although does so tangentially. •States a relevant and justifiable presentation. •Presents arguments in a logical order. •Uses acceptable style and grammar {one or two error(s)}.	•Demonstrates accurate but only adequate understanding of the question because does not back conclusions with warrants and data.
Good	• Address the issue ambiguously • Presents arguments in a less logical order. •• Fails to use acceptable style and grammar (two or more errors).	•_Okay kind of presentation •Less thorough than above. •Missing links in presentation. •Poor flow
Needs Improvement	•Does not address the question. •States no relevant answers. •Indicates misconceptions. •Is not clearly or logically organized.	•Does not demonstrate accurate understanding of the Q & A. •presentation not in order. • No flow
Exposed	Many things mentioned above are missing and contents are unrelated /irrelevant	•Irrelevant material and poorly designed presentation

Plagiarism

We are committed to upholding the highest standards of academic integrity and honesty. Plagiarism in any form is unacceptable and will be treated seriously. All such cases will be referred to the appropriate University body for suitable disciplinary action.