



International Management Institute, Bhubaneswar

Shaping global leaders for tomorrow

POST GRADUATE DIPLOMA IN MANAGEMENT

2014-16 batch

HUMAN RESOURCE MANAGEMENT(HRM)

Term- 3 [2014-2016]

Course Outline and Session Plan

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Course objectives:

As a course in the general management program, the aim is not to get into the technical details of the psychometry or specifics of job evaluation, the mechanics of interviewing, or intricacies of employment law. Rather, the course adopts a perspective of the general manager and addresses HR topics from a more strategic perspective, given the fact that HRM aids in developing competitive advantage.

The course helps students

- 1) To think systematically and strategically about aspects of managing firms human resources.
- 2) What needs to be done to implement these policies to achieve competitive advantage through people?
- 3) To impart knowledge as well as stimulate discussion about the values and beliefs that stand in the way of implementing this knowledge.

Pedagogy:

The pedagogy will include lecture-cum-discussion, cases, group and individual presentations.

Evaluation Criteria

Evaluation is a continuous process. Students are expected to come prepared after reading the cases and readings assigned for each session as prescribed in the course outline.

The following broad pattern will be followed for evaluation:

Mid-term Examination	20%
Assignments & Presentations	20%
Class Quiz	20%
End Term Examination	40%
Total	100%

Broad Course outline & Session Plan

<u>Session</u>	<u>Topic</u>	Readings / Cases
1	Introduction to HRM	Chapter 1* Lecture & Discussion Reading: Building Competitive Advantage Through People
2	Strategic Human Resource Management	Chapter 3* Lecture & Discussion Case Study - 1 Strategic HRM system at Siemens.
3	Job Analysis & Job Design	Chapter 4* Lecture & Discussion
4	Human Resources Acquisition: Planning and Recruitment	Chapter 5* Case Study - 2
5	Selection	Chapters 6 & 7* Lecture & Discussion Case study - 3
6	Training & Development	Chapter 8* Lecture & Discussion
7	Performance Management	Chapter 9* Lecture & Discussion
8	Appraising and Managing Performance	Chapter 9* Case study - 4
9	Career & Succession Planning and Talent Management	Chapter 10* Lecture & Discussion Case study - 5
10	Compensation: An Overview	Chapter 11* Case study- 6
11	Reward Management	Chapter 12* Case study- 7
12	Industrial Relations-I	Chapter 15 Lecture & Discussion
13	Industrial Relations-II	Case study - 8
14	Global HRM Multinational Staffing Policies	Chapter 17* Lecture & Discussion Case study : 9
15	Managing Global Human Resources HR in Mergers & Acquisitions	Chapter 17* Reading : HR issues in M & A
16	Managing Employee Separation & Retention	Lecture & Discussion Reading: Note on Employee Termination

17	HRM in Entrepreneurial Firms	Chapter 18* Lecture & Discussion
18	Contemporary Issues in HRM	Lecture & Discussion Case study - 10
19	Guest Lecture	
20	Group Presentations	

* Refer Text Book

Text Book

1. Gary Dessler and Biju Varkkey, *Human Resource Management*, Twelfth Edition, Pearson Education South Asia, Delhi, 2011.

Reference Books:

1. Aswathappa, K. *Human Resource Management Text & Cases*, Seventh edition, McGraw Hill Education India, New Delhi, 2013
2. Venkataratnam, CS. & Srivastava, B K., *Personnel Management and Human Resources*, , Tata McGraw-Hill Publishing Company Ltd., New Delhi, 1991
3. Armstrong, Michael. *Handbook of Human Resource Management Practice*, Twelfth edition , Kogan Page, New Delhi, 2012
4. Ivancevich John M, *Human Resource Management*, Eleventh International Edition, McGraw Hill Publishing Company Ltd., New Delhi, 2008.
5. Kandula R Srinivas, *Competency based HRM*, Prentice Hall India , Delhi,2013.
6. Dowling, Peter J., Festing, Marion and Engle Sr.,Allen D. *International Human Resource Management*, Fifth Edition, Cengage Learning India, Delhi 2012
7. Noe, Raymond., Hollenbeck, John. Gerhart, Barry and Wright, Patrick. *Fundamentals of Human Resource Management*, Third Edition, Tata McGraw Hill Publishing Company Ltd., New Delhi, 2012.
8. Mondy A Wayne, *Human Resource Management*, Tenth Edition, *Pearson Education, Inc.*, 2009.
