

**INTERNATIONAL MANAGEMENT INSTITUTE, BHUBANESWAR**

Post Graduate Diploma in Management (PGDM)

**Advanced HRM (HR603)**

CREDIT: 1.5

SESSION DURATION: 60 Minutes

TERM: VI

YEAR: 2018-2019

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Office hours: 9.30 AM – 5.30 PM

## **Course Introduction**

This course is aimed to equip learners with latest advancements in HR discipline. This course will help students to assess HR performance and understand the financial impact of HR initiatives

## **Learning Outcomes**

### **Knowledge:**

- Advances in HRM (K1)
- Understand HRIS (K2)
- Understand HR Scorecard, HR Audit (K3)

### **Skills:**

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

<b>Evaluation Scheme</b>	Class Participation	10
	Project	30
	Quiz	20
	Comprehensive Examination	40
	Total	100
<b>Pedagogic tools</b>	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	K1	Will be provided
2	Human Resource Information System (HRIS)	Lecture	K2	Ch-28, SR-3
3	Human Resource Information System (HRIS)	Lecture	K2	Ch-28, SR-3
4	HR Accounting	Lecture, Exercise	S2	Ch-28, SR-3
5	HR Accounting	Lecture, Exercise	S2	Ch-28, SR-3
6	HR Audit	Lecture, Exercise	K3	Ch-27, SR-3
7	HR Audit	Lecture, Exercise	K3	Ch-27, SR-3
8	HR Scorecard	Lecture, Exercise	K3	will be provided
9	HR Scorecard	Lecture, Exercise	K3	Will be provided
10	HR Scorecard	Lecture, Exercise	K3	Will be provided
11	Financial Impact of HR <ul style="list-style-type: none"> <li>• Cost of Absenteeism</li> </ul>	Lecture, Exercise	S1	Ch-3, SR-1
12	Financial Impact of HR <ul style="list-style-type: none"> <li>• Cost of Employee Separation</li> </ul>	Lecture, Exercise	S1	Ch-4, SR-1
13	Financial Impact of HR <ul style="list-style-type: none"> <li>• Healthcare cost</li> </ul>	Lecture, Exercise	S1	Ch-5,7 SR-1

	<ul style="list-style-type: none"> <li>• Work-Life Programs</li> </ul>			
14	Financial Impact of HR <ul style="list-style-type: none"> <li>• Cost and Development Programs</li> </ul>	Lecture, Exercise	S1	Ch-11, SR-1
15	Financial Impact of HR <ul style="list-style-type: none"> <li>• Economic value of job performance</li> </ul>	Lecture, Exercise	S1	Ch-9, SR-1

**Assignment**

**Project- Developing HR Scorecard**

**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**

<b>Level of Achievement</b>	<b>Case/Project Report</b>	<b>Presentation</b>
<b>Exemplary</b>	<ul style="list-style-type: none"> <li>•Addresses the issues.</li> <li>•Presents arguments in a logical order.</li> <li>•Uses acceptable style and grammar (no errors).</li> <li>•Backs conclusions with data and warrants</li> </ul>	<ul style="list-style-type: none"> <li>• No error in PPTs</li> <li>• Teamwork and excellent display of communication skills</li> <li>• Excellent handling of Q &amp; A</li> </ul>
<b>Very Good</b>	<ul style="list-style-type: none"> <li>•Does not address the issue explicitly, although does so tangentially.</li> <li>•States a relevant and justifiable presentation.</li> <li>•Presents arguments in a logical order.</li> <li>•Uses acceptable style and grammar {one or two error(s)}.</li> </ul>	<ul style="list-style-type: none"> <li>•Demonstrates accurate but only adequate understanding of the question because does not back conclusions with warrants and data.</li> </ul>
<b>Good</b>	<ul style="list-style-type: none"> <li>• Address the issue ambiguously</li> <li>• Presents arguments in a less logical order.</li> <li>•• Fails to use acceptable style and grammar</li> </ul>	<ul style="list-style-type: none"> <li>•_Okay kind of presentation</li> <li>•Less thorough than above.</li> <li>•Missing links in presentation.</li> </ul>

	(two or more errors).	•Poor flow
<b>Needs Improvement</b>	<ul style="list-style-type: none"> <li>•Does not address the question.</li> <li>•States no relevant answers.</li> <li>•Indicates misconceptions.</li> <li>•Is not clearly or logically organized.</li> </ul>	<ul style="list-style-type: none"> <li>•Does not demonstrate accurate understanding of the Q &amp; A.</li> <li>•presentation not in order.</li> <li>• No flow</li> </ul>
<b>Exposed</b>	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.