



## **INTERNATIONAL MANAGEMENT INSTITUTE BHUBANESWAR**

### **Post Graduate Diploma in Management (PGDM)**

#### **Human Resource Management (HR501)**

**Credits: 02, Session Duration: 60 Minutes**

**Faculty:** Prof. Yamini Prakash Sahay

Term-II

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PGDM 2019-20

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Consulting hours: 9.30 am to 5.30 pm (subject to availability)

#### **Introduction:**

The course introduces the students/participants to the principles and practices of contemporary Human Resource Management. The course will explore the theory and practice of human resource management along strategic human resource management, job analysis, the talent management process: manpower planning, recruitment, selection, training & development, performance management, employee compensation, employee retention and engagement, managing careers, and human resource management in the global context.

#### **Course Objectives:**

Managing human capital in the new economy is a challenge all business professionals face. This course would help in addressing these challenges. Further the course provides effective ways of dealing with problems in talent management, employee retention, motivation, grievance and compensation administration. It discusses strategic human resource management in detail

#### **Learning Outcomes:**

Upon completion of this course, the students will be able to:

LO1. Provide an overview of the field of Human Resource Management (HRM).

LO2. Provide a detailed idea of how the primary functions of HRM relate to each other and to the broader business strategy, and describe the strategic role and responsibilities of HR professionals.

LO3. Describe the exhaustive Talent Management Process, including Recruitment and Selection, Training & Development, Performance Management and Compensation

LO4. Understand and appreciate more contemporary issues in managing human resources like retaining employees and different ways of engaging employees in workplace and work-life.

LO5. Understand the contemporary and global issues in HRM.

**Pedagogy:**

It will be a judicious mix of lectures, case analysis & discussion, article reviews, quiz, project/assignments & presentations by the students.

**Course Evaluation:**

Course Component	Weightage	Learning Outcomes
Project	30% Students will be required to undergo a field project whereby they will be required to study the firm-level HR functions of any organization and submit a hard copy report on it.	LO 2
Assignment	10%	LO 3
Mid-term	30%	
End-term	30%	

Readings:

1. Dessler, G. & Varkkey, B. (2016), Human Resource Management, New Delhi: Pearson, 14<sup>th</sup> Ed. (**D&V**)
2. Dessler, G. (2018), Fundamentals of Human Resource Management, New Delhi: Pearson, 4<sup>th</sup> Ed.
3. Snell, S., Bohlander, G. & Vohra, V. (2018), Human Resources Management: A South-Asian Perspective, New Delhi, Cengage Learning.

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### Session Plan

Sessions	Topic	Learning Outcomes (LO)	Readings from (D&V)
1 - 2	Introduction to HRM	LO1	Chapter 1
3 - 4	Human Resource Management Strategy	LO2	Chapter 3
5 - 6	Job Analysis and Talent Management	LO2, LO3	Chapter 4
7 - 8	Recruitment	LO3	Chapter 5
9 - 10	Selection	LO3	Chapter 6
11 - 12	Performance Management	LO3	Chapter 9
13 - 14	Compensation Management	LO3	Chapts. 11, 12
15 - 16	Training & Development Case: Ions Consulting: The MP2 Training Program – Richard Ivy School of Business	LO3	Chapter 8
17 - 18	Managing Employee Retention, Engagement and Careers	LO4	Chapter 10
19 - 20	Globalization and International HRM	LO5	Chapter 17