



**INTERNATIONAL MANAGEMENT INSTITUTE, BHUBANESWAR**  
**Programme Name: PGDM [2020 – 2022]**  
**Human Resource Management (HR501)**  
**Credit: Full (2 credits)**  
**Session Duration: 60 Minutes**

**TERM: II**  
**Year: 2020-21**

**Faculty: Dr. Kapil Pandla**  
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**Course Description:**

Human Resource Management (HRM) involves all management decisions and actions that affect the nature of the relationship between the organization and its employees. Effective Human Resource Management creates a win-win relationship with employees by seeking the best fit between organizational and individual goals. With effective Human Resource Management the organization acquires a competent and committed workforce, able to support the corporate strategy. Therefore organizations can create a competitive advantage through their people. There is a dual focus in this course. The first focus is on the various human resource policies as recruitment, selection, performance management, rewards, staffing and development. Students will get insight into the basic challenges, strategic approaches and tools within these fields. The second focus covers the more holistic view on HRM. We go deeper into the relation and fit between HRM and the strategy, culture and capabilities of an organization and the balance between organizational goals and individual goals. We will therefore explicitly focus on the frameworks, paradigms and concepts that integrate the human resource policies and practices into a coherent whole. Furthermore the objective is to guide students in developing a vision on HRM from a general manager's perspective.

**Learning Outcomes:**

**Student learning outcomes**

The students will be able to

- Understand how managers can be effective and efficient in their role in HRM. (LO1)
- Hiring and development of employees (LO2)
- Maintenance function of HR (LO3)
- Employee Relations (LO4)
- Career Progression within organization (LO5)

## **Pedagogy:**

The course will have a mix of topic presentations and discussions, case discussion and presentations, project, and hands on exercises using software packages.

## **Text Book**

1. Rao, VSP, **Human Resource Management**, Excel Books

## **Reference Books**

2. Desseler, G. -- **Human Resource Management**, 2003, 9th ed., Prentice Hall of India Private Ltd
3. Cynthia Fisher, Loyl F Schoenfeldt, James B Shaw, **Human Resource Management**, Indian adaptation, Biztantra , Wiley India

## **Course Evaluation**

<b>Component</b>	<b>Weight</b>	<b>Learning Outcomes</b>
Class Participation	10%	LO1,2,3,4,5
Project	20%	LO 2-3
Presentation	10%	LO 2-3
Case Discussion	20%	LO 1-5
End-term	40%	LO 1-6
Total	100%	

## **Session Plan:**

Session No.	Topics	Learning Outcomes	Pedagogy	Pre readings/ Case Study
1-2	Introduction: Scope of HRM functions & the discipline	LO1	Lecture/discussion	TB Ch-1
3-4	HR planning Case Study	LO2	Lecture/discussion	TB Ch-5
5	Job analysis/description	LO2	Lecture	TB Ch-4

6	Recruitment	LO2	Lecture	TB Ch- 6
7-8	Selection	LO2	Lecture	TB Ch 7
9-10	Training and development	LO2	Lecture	TB Ch 9,10
11-13	Performance management	LO3	Lecture	TB Ch 15
14-16	Pay and incentive systems	LO3	Lecture/ discussion	TB Ch 16,17
17-19	Employee relations and labour laws  Case Study	LO4	Lecture/ discussion	TB Ch 18, 19, 20, 22, 23, 24, 25,26
20	Managing Careers	LO5	Lecture	TB Ch 11

### **Assignment**

#### **Term Paper / Case Writing Assignment**

##### HRM

#### **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

#### **Style of Term Paper / Case study**

**Cover Page** – Your name and title should go on the first page immediately before the beginning of the text you have written

**Margin** – 1 inch

**Font** – Arial/ Times New Roman 10/12

**Spacing**- 1.5

**References** : APA Style

For example

Eder, P., & Eisenberger, R. (2008). Perceived Organisational Support: Reducing the Negative Influence of Co-worker Withdrawal Behaviour. *Journal of Management*, 34, 55-68

**Length of the Paper / Case Study : 1000-1500 words**

**Deadlines**

<b>What you must do</b>	<b>What you must produce</b>	<b>When it is due</b>
1. Select a topic	A proposal paragraph	Second Week after course commencement
2. Prepare final paper/ case alongwith bibliography	Final Paper / case study (Soft Copy) Hard Copy	Week before last class

**Weightage**

It will be of 100 marks. Overall weightage 30%

***Plagiarism***

We are committed to upholding standards of academic integrity and honesty. Plagiarism in any form is unacceptable and will be treated seriously

***Nature of the assignment***

This assignment will be done individually. Each student will work on separate topic.