

**INTERNATIONAL MANAGEMENT INSTITUTE BHUBANESWAR**

**Post Graduate Diploma in Management (PGDM-PT), Vedanta**

**Human Resource Management (HRM), Term II**

**Credits: 02, Session Duration: 90/120 Minutes**

**Year: 2019**

**Faculty:** Prof. Yamini Prakash Sahay

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

**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 includes suggestions which provide effective ways of dealing with problems in employee retention, motivation, grievance and compensation administration. Upon completion of this course, the students will be able to:

1. Give an overview of the field of Human Resource Management (HRM).
2. Explain how the primary functions of HRM relate to each other and to the broader business strategy and describe the roles and responsibilities of HR professionals.
3. Discuss how HRM has evolved over time and the emerging strategic role that HRM plays in modern organizations.
4. Evaluate the value and appropriateness of HRM functions and programs within specific organizational settings.
5. Understand the contemporary 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:**

Quiz	20%
Assignment/Project	40%
End-term	40%

Textbook:

1. Dessler, G. (2018), Fundamentals of Human Resource Management, New Delhi: Pearson, 4<sup>th</sup> Ed.

Session Plan

Sessions	Topic	Textbook
1	Introduction to HRM	Chapter 1
2	Human Resource Planning	Chapter 5
3	Job Analysis and Talent Management	Chapter 4
4	Recruitment	Chapter 5
5	Selection	Chapter 6
6	Performance Management	Chapter 8
7-8	Compensation Management	Chapts. 10, 11
9-10	Training & Development	Chapter 7
11	Managing Careers, Engagement & Retention	Chapter 9
12	Globalization and International HRM	Part 6, module A
13	Revision	Textbook

Cases for class discussion will be distributed separately.