

**COURSE OUTLINE (COMMON CURRICULUM)**  
**SEMESTER VI 2024-25**

<b>Program: B.Com</b>				<b>Semester: VI</b>	
<b>Course: Human Resource Management</b>				<b>Code:</b>	
<b>Academic Year: 2024-2025</b>					
<b>Batch: 2022-25</b>					
<b>Teaching Scheme</b>			<b>Evaluation Scheme</b>		
<b>Lectures</b>	<b>Practicals</b>	<b>Tutorials</b>	<b>Credits</b>	<b>Internal Continuous Assessment (ICA) (weightage)</b>	<b>Term End Examinations (TEE) (weightage)</b>
<b>45</b>	<b>Nil</b>	<b>Nil</b>	<b>03</b>	<b>25 Marks</b>	<b>75 Marks</b>
<b>Internal Component</b>					
<b>Class Test (Duration 20 Mins)</b>			<b>Projects / Assignments</b>		<b>Class Participation</b>
<b>10 Marks</b>			<b>15 Marks</b>		<b>-</b>
<b>Learning Objectives:</b>					
<ol style="list-style-type: none"> <li>1. To gain a foundational understanding of key HRM concepts.</li> <li>2. To discuss and evaluate the operative functions of HRM.</li> <li>3. To develop analytical capability for HR operations.</li> <li>4. To navigate global complexities and analyse emerging challenges in HRM.</li> </ol>					
<b>Learning Outcomes:</b> After completion of the course, students would be able to:					
<ol style="list-style-type: none"> <li>1. demonstrate a foundational understanding of key HRM concepts.</li> <li>2. develop proficiency in applying operative functions of HRM in real world organisational scenarios.</li> <li>3. systematically assess, interpret and optimize HR processes within organisational contexts.</li> <li>4. demonstrate proficiency in addressing contemporary challenges, embracing technological advancements and contributing to innovative HR practices.</li> </ol>					

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**Pedagogy:**

1. Flipped classroom to enhance learner participation & activity.
2. Use of Caselets to encourage students to apply theoretical concepts to various business situations.
3. Discussion on latest news articles on HRM activities of corporates
4. Group activities to enable students to apply their theoretical knowledge in the business environment
5. Role plays to combine creativity with concept comprehension and make learning interesting
6. Individual Assignments / Projects such as Surveys/ Interviews & analysis of data collected to enable effective self-learning.

**Detailed Syllabus: (per session plan)**

**Session Outline For: Human Resource Management**

**Each lecture session would be of one hour duration (45 sessions)**

<b>MODULE</b>	<b>SESSION</b>	<b>TOPICS</b>
I Introduction to Human Resource Management (10 Sessions)	1 , 2 & 3	Nature & scope (functions and objectives) of HRM, Evolution of HRM, Comparing concept of HCM, HRM and PM.
	4 & 5	Organization for HR department, Concept of Strategic HRM- Benefits and challenges.
	6	Concept of HRP-Process, Barriers.
	7 & 8	Job analysis and its components, Job design and its approaches.
	9 & 10	Job redesign and its leading factors, Job crafting-an emerging concept.
II Acquisition, development and appraisal functions of HRM (10 sessions)	11 & 12	Recruitment- Process, Sources, alternatives to recruitment.
	13,14 & 15	Selecting right talent- Selection process, Types of Interviews, Evaluation of selection process, Placement and Orientation
	16	Training- Methods and techniques
	17 &18	Management development programme –on the job methods and off the job methods
	19 & 20	Performance appraisal- Purpose, Problems, Methods
III Maintenance and Integration	21	Employee compensation- factors influencing, challenges.
	22 & 23	Employee engagement –concept, types and drivers.
	24	Employee health and wellbeing- work stress-management strategies.

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functions of HRM (09 Sessions)	25	Employee welfare-concept, measures.
	26 & 27	Industrial relations- approaches, parties, shifting importance of parties.
	28 & 29	Industrial disputes-causes, disputes settlement mechanism.
IV	30	Concept of Talent Management- Imperatives and Initiatives
Emerging horizons in HRM (07 sessions)	31 & 32	Digitalization of HRM – HRIS, HR Analytics and Use of Artificial Intelligence in HRM
	33 & 34	International HRM-Managing international HR activities.
	35 & 36	Trends and challenges in HRM- HR Audit, Workforce diversity, work life balance, HR challenges during covid and post covid era, ethical issues-sexual harassment at workplace etc.
Assignments (Total Sessions: 09)	37 to 45	09 lectures/sessions for assignment presentations and viva.

REFERENCE BOOK	AUTHOR(S)	PUBLISHER
Human Resource Management 9e (2021)	K. Aswathappa, Sadhna Dash	McGraw Hills
Human Resource Management 17e (2023)	Gary Dessler, Biju Varkkey	Pearson

**Details of Internal Continuous Assessment (ICA) -25 Marks**

**Test Marks: 10**

**Assignment Marks: 15**

**There would be two components for Internal Assessment, namely 15 marks Assignment to be conducted and marked by respective teacher within classroom individually and 10 marks Class Test to be conducted as per schedule of EEC**

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**Term End Examination Question Paper Pattern**

**Total Marks: 75**

**Time: 2½ hours**

Q1 Answer any <b>two</b> out of the following three questions (Question 1 from module 1)	<b>16</b>
Q2 Answer any <b>two</b> out of the following three questions (Question 2 from module 2)	<b>16</b>
Q3 Answer any <b>two</b> out of the following three questions (Question 3 from module 3)	<b>16</b>
Q4 Answer any <b>two</b> out of the following three questions (Question 4 from module 4)	<b>16</b>
Q5 Read the Case Study and answer the following questions	<b>11</b>