

**II Year II Semester**

Code	Course	Marks	L	T	P	C
24BB4C01	<b>Human Resource Management</b>	<b>100</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>

**Course Outcomes:**

After completion of the course student will be able to

CO Number	CO Statement	Knowledge Level
CO1	Explain the concept of HRM and summarize the evolving role of HR in achieving organizational objectives.	Understanding
CO2	Analyze the processes of human resource planning, recruitment, and selection, and differentiate among their techniques.	Analyzing
CO3	Design a training program by selecting appropriate methods and evaluate its effectiveness in enhancing employee performance.	Analyzing
CO4	Apply various performance appraisal and job evaluation techniques to determine fair compensation structures.	Applying
CO5	Examine industrial relations frameworks and interpret the processes of dispute resolution, grievance handling, and collective bargaining.	Analyzing

**Course Content:**

**Unit-1: INTRODUCTION**

Human Resource Management –Nature, Significance and Scope. Functions of HRM, Role of HR Manager, changing role of HRM, Contribution to Company’s objectives and policies, organizing the HRM Department.

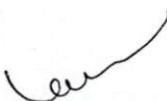
**Unit-II: PROCUREMENT AND DEVELOPMENT FUNCTIONS**

Human Resource Planning, Job Analysis, Job description, job specification. Recruitment- Sources of recruitment, process of recruitment, Selection- stages in selection process, techniques of Selection. Placement and induction of new candidates.

**Unit-III: TRAINING AND DEVELOPMENT**

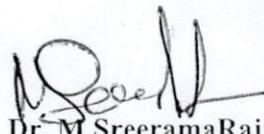
Significance and scope of Training, Designing of a Training Program, Steps in Training. Methods of Training- On the Job and Off the Job techniques. Executive Development- Concept, significance.

Signed by:

  
Dr. G P S V S D NagendraRao  
(Chairman)

  
Dr. A KrishnaMohan  
(University Nominee)

  
Dr. P Uma Maheswari Devi  
( Subject Expert -1 )

  
Dr. M SreeramaRaji  
( Subject Expert -2 )

  
Head  
Dept of Management Studies  
BVCITS . BHATLAPALEM

**Unit-IV: PERFORMANCE APPRAISAL AND COMPENSATION**

Performance Appraisal- Importance of Performance Appraisal, Process of Performance Appraisal. Methods of Performance Appraisal- Traditional and modern techniques. Job Evaluation- Significance of Job Evaluation, Process of Job Evaluation. Methods of Job Evaluation, - Introduction to Compensation Management, Objectives of Compensation,

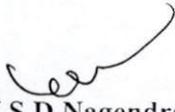
**Unit-V: INDUSTRIAL RELATIONS**

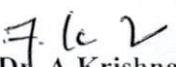
Industrial Relations -Definition , Significance, Objectives of Industrial Relations. Industrial Disputes- Types of Industrial Disputes. Grievance Redressal Procedure. Collective Bargaining- Objectives of Collective bargaining, Process of Collective bargaining, types of Collective bargaining.

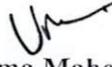
**Reference Books:**

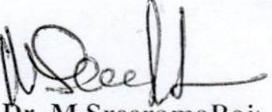
1. A Text book of Human Resource Management – C. B. Mammoria & S. V. Ghankar. - Himalaya Publishing House.
2. Personnel and Human Resource Management - Text & Cases, P Subba Rao, Himalaya Publishing House.
3. Human Resource Management – P. Jyothi, Oxford University Press.
4. Human Resource Management , R.Wayne Mondy, Robert M, Noe, Pearson Education.

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