

**Department of Liberal Education**  
**Era University, Lucknow**  
**Course Outline**  
**Effective From: 2023-24**

<b>Name of the Program</b>	<b>B.A. / B.Sc. (LIBERAL EDUCATION)</b>			<b>Year/ Semester:</b>	<b>3<sup>rd</sup> / 6<sup>th</sup></b>
<b>Course Name</b>	<b>Human Resource Management</b>	<b>Course Code:</b>	<b>PSY308</b>	<b>Type:</b>	<b>Theory</b>
<b>Credits</b>	<b>04</b>			<b>Total Sessions Hours:</b>	<b>60 Hours</b>
<b>Evaluation Spread</b>	<b>Internal Continuous Assessment:</b>	<b>50 Marks</b>		<b>End Term Exam:</b>	<b>50 Marks</b>
<b>Type of Course</b>	<input type="radio"/> Compulsory	<input checked="" type="radio"/> Core	<input type="radio"/> Creative	<input type="radio"/> Life Skill	
<b>Course Objectives</b>	Effective HRM is crucial to the success of any organization. This course will introduce students to the foundations of human resource management. The strategic function of HRM is examined by looking at its effects on recruitment, training, retention, productivity, and employee satisfaction. Students will get an understanding of the complexities of modern human resource management and the challenges faced by organizations today.				
<b>Course Outcomes (CO):</b> <i>After the successful course completion, learners will develop following attributes:</i>					
<b>Course Outcome (CO)</b>	<b>Attributes</b>				
<b>CO1</b>	Students will be able to understand the significance and purpose of human resource management (HRM) in organizations.				
<b>CO2</b>	Pupils will have an understanding of the nature of the various kinds of jobs in order to do a job analysis and assess the requirements and responsibilities of the role.				
<b>CO3</b>	Students will learn about the need to devise strategies and ways to enhance the hiring and selection processes.				
<b>CO4</b>	Learners will be able to comprehend the ideas, concepts, and methods used in the study of organizational development and methods of bringing about change within an organization.				
<b>Pedagogy</b>	Interactive, discussion-bases, student-centered, presentation.				
<b>Internal Evaluation Mode</b>	Mid-term Examination: 20 Marks Activity: 10 Marks Class test: 05 Marks Online Test/Objective Test: 05 Marks Assignments/Presentation: 05 Marks Attendance: 05 Marks				
<b>Session Details</b>	<b>Topic</b>			<b>Hours</b>	<b>Mapped CO</b>
<b>Unit 1</b>	Introduction to Human Resource Management HRM and HRD, Context and issues in HRM <i>Activities</i> 1. Case Studies 2. Any Practicum(s)/Activity(s)/Assignment(s) suggested by the teacher (optional)			15	CO1
<b>Unit 2</b>	Human Resource Practices Job analysis; Recruitment and selection; Training; Performance evaluation			15	CO2, CO3

	<b>Activities</b> 1. Task Analysis Exercise 2. Job Analysis Case Studies 3. Any Practicum(s)/Activity(s)/Assignment(s) suggested by the teacher (optional)		
<b>Unit 3</b>	International human resource management (IHRM): The context of Globalization, Dimensions of Cultural difference (Hofstede), Policies and practices in the multinational enterprise, Selection of international assignees; Expatriate failure, Cross-cultural training <b>Activities</b> 1. HR Metrics and Analytics Exercise 2. HR Policies Analysis 3. Any Practicum(s)/Activity(s)/Assignment(s) suggested by the teacher (optional)	15	CO1,CO4
<b>Unit 4</b>	Organizational change and development: Organizational change: concepts, models, techniques; organizational development: concepts, models, techniques. <b>Activities</b> 1. Change Readiness Assessment 2. Change Communication Plan 3. Any Practicum(s)/Activity(s)/Assignment(s) suggested by the teacher (optional)	15	CO4

### CO-PO and PSO Mapping

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6
CO1	1	1	1	1	2	3	2	2	2	1	3	3	1	3
CO2	2	3	1	2	1	1	3	2	3	1	2	3	2	3
CO3	2	2	2	2	2	1	2	2	3	3	3	3	3	3
CO4	2	2	2	3	3	3	2	2	3	2	3	3	3	3

*Strong contribution-3, Average contribution-2, Low contribution-1,*

### Suggested Readings:

<b>Text- Books</b>	<ul style="list-style-type: none"> <li>• Aamodt, M.G. (2001) Industrial/ Organizational Psychology. Thompson Wadsworth, a division of Thompson learning Inc.</li> <li>• Harzing,A-W.K. and Pennington, A. (2011). International human resource management. New Delhi: Sage publications.</li> <li>• Robbins, S.P., Judge T.A. and Sanghi, S. (2009) Organizational Behaviour. 13th ed. Pearson Education , Inc</li> </ul>
<b>Reference Books</b>	<ul style="list-style-type: none"> <li>• Pareek,U. (2010) Understanding Organizational Behaviour. Oxford: Oxford University Press.</li> </ul>
<b>Para Text</b>	<b>Suggested Articles/ Movies/Short Film/ Videos</b>  Unit 1 <ul style="list-style-type: none"> <li>• <a href="https://www.tandfonline.com/doi/full/10.1080/09585192.2020.1691353">https://www.tandfonline.com/doi/full/10.1080/09585192.2020.1691353</a> (Issues in HRM)</li> <li>• <a href="https://www.researchgate.net/publication/284216631_Human_Resource_Management_and_Human_Resource_Development_Evolution_and_Contributions">https://www.researchgate.net/publication/284216631_Human_Resource_Management_and_Human_Resource_Development_Evolution_and_Contributions</a> (What is HRM and HRD?)</li> </ul> Unit 2 <ul style="list-style-type: none"> <li>• <a href="https://unece.org/DAM/stats/publications/HRMT_w_cover_resized.pdf">https://unece.org/DAM/stats/publications/HRMT_w_cover_resized.pdf</a> (Personnel Training)</li> <li>• <a href="https://www.researchgate.net/publication/268210664_A_Study_On_Recruitment_Selection_Process_With_Reference">https://www.researchgate.net/publication/268210664_A_Study_On_Recruitment_Selection_Process_With_Reference</a> (Analysis and Selection)</li> </ul> Unit 3 <ul style="list-style-type: none"> <li>• <a href="https://www.youtube.com/watch?v=yKKruTRQ_2A">https://www.youtube.com/watch?v=yKKruTRQ_2A</a> (Hofstede's Six Dimensions of Organizational Culture)</li> <li>• <a href="https://www.researchgate.net/publication/287523750_International_Assignee_Selection_and_Cross-Cultural_Training_and_Development">https://www.researchgate.net/publication/287523750_International_Assignee_Selection_and_Cross-Cultural_Training_and_Development</a> (Selection and cross cultural training)</li> </ul>

	<p>Unit 4</p> <ul style="list-style-type: none"> <li>• <a href="https://www.youtube.com/watch?v=e4jnFqlUMmM&amp;t=7s">https://www.youtube.com/watch?v=e4jnFqlUMmM&amp;t=7s</a> (What is Organizational Change Management?)</li> <li>• <a href="https://stars.library.ucf.edu/etd/3015/">https://stars.library.ucf.edu/etd/3015/</a> (Organizational Change)</li> </ul> <p>Movies:</p> <ul style="list-style-type: none"> <li>• Corporate</li> <li>• "The Company Men" (2010)</li> <li>• "Horrible Bosses" (2011)</li> </ul> <p>Videos:</p> <ul style="list-style-type: none"> <li>• <a href="https://www.youtube.com/watch?v=Q5CsAB0qpsY">https://www.youtube.com/watch?v=Q5CsAB0qpsY</a> (Employee Training and Development)</li> <li>• <a href="https://www.youtube.com/watch?v=zRwt25M5nGw">https://www.youtube.com/watch?v=zRwt25M5nGw</a> (Don't Put People in Boxes)</li> </ul>
--	---

### Recapitulation & Examination Pattern

#### Internal Continuous Assessment:

Component	Marks	Pattern
Mid Semester	20	<b>Section A:</b> Contains <b>10</b> MCQs/Fill in the blanks/One Word Answer/ True-False type of questions. Each question carries <b>0.5</b> mark. <b>Section B:</b> Contains <b>07</b> descriptive questions out of which <b>05</b> questions are to be attempted. Each question carries <b>03</b> marks.
Activity	10	Will be decided by subject teacher
Class Test	05	Contains <b>05</b> descriptive questions. Each question carries <b>01</b> mark.
Online Test/ Objective Test	05	Contains <b>10</b> multiple choice questions. Each question carries <b>0.5</b> mark.
Assignment/ Presentation	05	Assignment to be made on topics and instruction given by subject teacher
Attendance	05	As per policy
<b>Total Marks</b>	<b>50</b>	

Course created by: Dr. Madhu Pandey

Signature:

Approved by: Prof. Meenakshi Gupta

Signature:

