



GITAM INSTITUTE OF MANAGEMENT (GIM)
Gandhi Institute of Technology and Management (GITAM)
(Declared as Deemed to be University u/s 3 of UGC Act. 1956)
Visakhapatnam – 45.

Course Code: L19C16	Course Title: Human Resource Management	
Semester: III	Course Type: Core	Credits: 3
Home Programme(s): BBA (Logistics)	Batch/Academic Year: 2020 – 2023	
Course Leader: Dr. Suresh Siriseti		

Course description and learning objectives

Human resource is being considered as the core of organisations which creates value and competitive advantage. In the world of innovations, it is very essential for leaders to focus on building superior workforce and meet the present needs as well as develop talent for the future generations. In this emerging global economic environment, even companies which operate in domestic markets have to contend with global competition. Managing people in a global context is thus the essence of international human resource management. The world is also on the threshold of most exciting and promising phase of the evolution of human resources and human capital management. Today there is a shift of the attention towards predictability. The course is designed to study about the foundations of human resource management in a domestic environment as well as an international scenario. It is also designed to equip the students with understanding the strategic role of human resource management and also predictive management i.e., managing today and tomorrow.

Learning objectives:

- To study the in depth the theoretical framework and the basic principles of HRM.
- To understand the various functions of HRM (Job analysis, man power planning, and recruitment, selection, on boarding, training & development, appraisal, compensation).
- To apply the principles and techniques of HRM gained through this course to the discussion of major personnel challenges and the solution of typical case problems.
- To know the different methods of training for employees.
- To understand the various employee benefits for the employees in the organization.

On successful completion of this course, students will be able to:

	Course Outcomes	Assessment
CO1	Understand the fundamentals, evolution & challenges of HRM	A1,A2,A3,A4
CO2	Explore the role of HRM in procurement of human resources	A2, A3,A4
CO3	Evaluate training needs, methods of appraisal and perceptual errors	A3,A4
CO4	Analyze the basic factors in designing the compensation	A1, A3,A4
CO5	Evaluate the process of integration and separation for quality of work life	A1, A3,A4

Course outline and indicative content

Unit I (10 Sessions) (CO1, CO2, L1 & L2)

Introduction: Nature, Scope and Significance of HRM – Evolution of HRM – Recent trends in HRM – Functions of HRM – Challenges of HR Managers.

Unit II (10 Sessions) (CO2, L2& L3)

Procurement: Human Resource Planning – HRR Forecasting Methods – Job analysis and Job design – Recruitment – Selection – Induction.

Unit III (8 Sessions) (CO2, CO3, L12, L3 & L4)

Development: Identification of Training needs – designing the training programme – Methods of Training – Difference between Training and Development.

Unit IV (10 Sessions) (CO3, CO4, L13 & L4)

Compensation and Integration: Introduction – Basic factors in determining pay rates – Basic, supplementary and Executive Remuneration – Types of employee benefits and services – Quality of work life – Collective bargaining.

Unit V (8 Sessions) (CO3, CO4, L3, L4 & L5)

Separation and Maintaining: Communication and Counseling – Safety and Health – Internal Mobility – Retirement and Retirement benefits - Case Studies.

Assessment methods

Task	Task type	Task mode	Weightage (%)
A1: Mid exam	Individual	Written	20
A2: Coursera	Individual	Presentations / Q&A/Viva	10
A3: Topic Presentation/Case Analysis/ Assignment	Individual /Groups	PPT Presentation/Report	10
A4: End exam	Individual	Written (short/long)	60

Mapping COs-Blooms levels- Assessment Tools

Knowledge dimension / Cognitive dimension	L1. Remember	L2. Understand	L3. Apply	L4. Analyze	L5. Evaluate	L6. Create
Factual Knowledge						
Conceptual Knowledge		CO1 (A1,A2,A3,A4)				
Procedural Knowledge		CO2 (A2,A3,A4)		CO4 (A1,A3,A4)	CO3(A3, A4) CO5(A1, A3,A4)	
Meta Cognitive Knowledge						

Learning and teaching activities

Mixed pedagogy approach is adopted throughout the course. Classroom based face to face teaching, directed study, independent study via G-Learn, case studies, projects and practical activities (Individual & Group).

Teaching and learning resources

Soft copies of teaching notes/cases etc. will be uploaded onto the G-learn. Wherever necessary, printouts, handouts etc. will be distributed in the class. Prescribed text book will be provided to all. However, you should not limit yourself to this book and should explore other sources on your own. You need to read different books and journal papers to master certain relevant concepts to analyze cases and evaluate projects. Some of these reference books given below will be available in our library.

It is expected that an average student will be required to spend about two hours for each hour of contact session. Problem sets and small cases whenever given are a means of focusing on central issues, concepts of knowledge. Your ability to solve them is also a reflection of the extent to which you have understood the concepts read by you.

Text Books:

- V S P Rao., “Human Resource Management text and cases”, Excel Books, 3rd Edition, 2010.
- Gary Dessler&BijuVarkkey, "Human Resource Management", Pearson, New Delhi, 16th edition.
- George W Bohlander, Scott A Snell, “Principles of human Resource Management”, Cengage Learning, 2017.16th edition.
- Edwin B Flippo, "Personnel Management", Tata McGraw Hill Publishing, New Delhi, 1984.
- John H. Bernardin, "Human Resource Management - An Experiential Approach", Tata McGraw Hill, New Delhi, 2013.
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Journals:

- GITAM Journal of Management, GIM, GITAM Deemed to be University, Visakhapatnam.
- HRM Review.
- HRD Review
- NHRD
- E – Books and E – journals

CO PO Mapping

This is to map the level of relevance of the Course Outcome (CO) with Programme Outcome (PO).

0 = No Relevance; 1 = Low Relevance; 2 = Medium Relevance; 3 = High Relevance

CO PO Mapping	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	Sum
	CO1	1	1	0	1	2	1	-	-
CO2	2	3	1	1	2	0	-	-	9
CO3	1	2	1	0	2	0	-	-	6
CO4	1	1	0	0	2	0	-	-	4
CO5	1	2	3	0	1	0	-	-	7
Target Level Max.	6	9	5	2	9	1	-	-	32

BBA (Logistics) - Programme Outcomes:

1. Ability to understand the complexities that companies are confronting in today's global network economy.
2. Recognize the key challenges in the design and management of a modern supply chain network, and make strategic decisions to overcome the challenges.
3. Integrate the designing and setting up a warehousing facility to develop logistics networks, that minimize costs and deliver top customer service.
4. Evaluate and differentiate the advantages and disadvantages of different modes of transportation, and to choose the optimal mode of transportation.
5. Analyze the basic tenets of the Lean management philosophy that enables manufacturers to eliminate waste and make business processes more efficient.
6. Evaluate the requisite knowledge about different forecasting techniques for building a Supply Chain Operations Plan.