

MBA204: ECONOMICS OF HUMAN RESOURCE

Teaching Scheme	Examination Scheme
Lectures: 4 hrs./Week Tutorials: 1 hrs./Week Credits: 4	Class Test -12Marks Teachers Assessment - 6Marks Attendance – 12 Marks End Semester Exam – 70 marks

Course Objectives:

- To understand the context in which business decisions as they relate to Human Capital Management are made.
- To develop levels of analysis applicable to each situation.
- To gain a conceptual understanding of approaches to solving workplace difficulties that could otherwise cause the employer to face legal consequences.

Hours: 40
UNIT I (10Hrs): Understanding HR, Human Capital Index, Focusing on how human resource systems influence customer service, Understanding the economics of effective human-capital processes, Creating overall dynamic human systems. How to achieve organizational change through the human dimension.

Functions of HRM, Human Resource Planning, Job Analysis, People Management Practices. Recruitment- Design a recruitment advertisement for print/e/visual media.

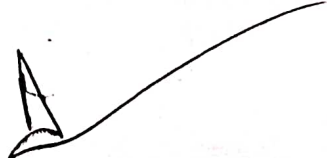
UNIT II (10 Hrs): Selection- Design a selection process for two industries. Orientation- Design an orientation program. Training, Types of training, Design a training module, Design training evaluation form.

UNIT III (10 Hrs): Performance Appraisal, Types of Appraisal, Design a performance appraisal module. Compensation- Design an offer letter with components of salary.

UNIT IV (10 Hrs): Industrial Relation- Approaches, Grievance handling procedure- Concept of work committee, Arbitration, Conciliation. Factories Act 1948.


Suggested Readings:

1. Managing Human Resources by Bohlander, Thomson learning Books
2. Human Resource Management-Text and Cases by Ivancevich, Excel Books
3. Human Resource Management, by Beardwell, Macmillan
4. Managing Human Resource by Monappa, Macmillan
5. Human Resource Management by Dessler, Prentice Hall
6. Human Resource Management by Decenzo and Robbins, PHI


Head
Department of Management (MBA)
Faculty of Management
Invertis University, Bareilly (UP)

Course Outcomes: Upon the successful completion of this course, the student will be able to:


Registrar
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Dean Academics
Faculty of Management
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