

MBA471: CONSTRUCTION PERSONNEL MANAGEMENT

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

OBJECTIVE:

To study the various aspects of manpower management such as man power planning, organization, human relations, welfare and development methods in construction.

UNIT I MANPOWER PLANNING

Manpower Planning process , Organizing, Staffing, directing, and controlling – Estimation, manpower requirement – Factors influencing supply and demand of human resources – Role of HR manager – Personnel Principles.

UNIT II ORGANISATION

Requirement of Organization – Organization structure – Organization Hierarchical charts – Staffing Plan - Development and Operation of human resources - Managerial Staffing – Recruitment – Selection strategies – Placement and Training.

UNIT III HUMAN RELATIONS AND ORGANISATIONAL BEHAVIOUR


Basic individual psychology – Approaches to job design and job redesign – Self managing work teams – Intergroup – Conflict in organizations – Leadership-Engineer as Manager – al aspects of decision making – Significance of human relation and organizational – Individual in organization –Motivation – Personality and creativity – Group dynamics, Team working – Communication and negotiation skills.

UNIT IV WELFARE MEASURES

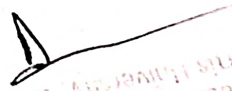
Compensation – Safety and health – GPF – EPF – Group Insurance – Housing - Pension – Laws related to welfare measures. Managing New Technologies – Total Quality Management – Concept of quality of work life – Levels of change in the organizational Development – Requirements of organizational Development – System design and methods for automation and management of operations – Developing policies, practices and establishing process pattern – Competency up gradation and their assessment – New methods of training and development – Performance Management.

REFERENCES:

1. Carleton Counter II and Jill Justice Coutler, "The Complete Standard Handbook of Construction Personnel Management", Prentice-Hall, Inc., 1989.
2. Charles D Pringle, Justin Gooderi Longenecter, Management, CE Merril Publishing Co. 1981.
3. Dwivedi R.S, "Human Relations and Organizational Behavior", Macmillian India Ltd.,2005.
4. Josy.J. Familiaro, "Handbook of Human Resources Administration", McGraw-Hill International


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