

GUJARAT UNIVERSITY
K.S.SCHOOL OF BUSINESS MANAGEMENT
[Five Years (Full Time) M.B.A. Integrated Degree Course]
FOURTH Year M.B.A. (SEM-VIII)
KS_M_483
HUMAN RESOURCE DEVELOPMENT

3 credit course

Objective:

The course has been designed to acquaint students with the basic concepts of Human Resource Management HRD and Industrial Relation. The course will help the students to learn and practice the required knowledge for the utilization and development of Human Resource in the era of change.

MODULE: 1 **(20%)**

- Human Resource Management – An Overview
- Introduction to Human Resource Development
- Changing Scenario – Focus on HRM

MODULE: 2 **(20%)**

- Manpower Planning, Recruitment and Selection
- Induction and Placement

MODULE: 3 **(20%)**

- Performance Management System
- Training and Development

MODULE: 4 **(20%)**

- Potential Appraisal, Career System and Succession Planning
- Multi-Source Assessment and Feedback System

MODULE: 5 **(20%)**

- Compensation, Rewards, Incentive and wage administration
- Separation and Beyond (concept)

No. of lectures in semester: Approximately 40 to 45 hours

Assignment: Minimum 3 Assignments

Reference Books:

- Human Resource Management by Uday Kumar Haldar, Juthika Sarkar (Oxford)
- Human Resource Management in a Business context(3rd Edition) by Alan Price (Cengage)
- Human Resource Management (A case study Approach) by Mullar – camen, Croucher heigh (Jaico)
- Essentials of Human Resource Management and Industrial Relations (Text, case of Games) by Subba Rao (Himalaya Publishing House)
- Human Resource Management by Gary Dessler (Pearson Education)
- IR, TV and Labour Legislation by Sinha and Shekhar (Pearson Education)
- Human Resource Management by Snell Bohlander (Thomsons Publications)