

MBA 203 HUMAN RESOURCE MANAGEMENT



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Description

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ABOUT THE BOOK

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HUMAN RESOURCE MANAGEMENT

Paper Code: MBA 203

External Marks: 80

Internal Marks: 20

Time: 3 Hr

Instructions for External Examiner: The question paper shall be divided in two sections. **Section 'A'** shall

comprise of eight short answer type questions from whole of the syllabus carrying two marks each, which shall be compulsory. Answer to each question should not exceed 50 words normally. **Section 'B'** shall comprise 8 questions (2 questions from each unit). The students will be required to attempt four questions selecting one question from each unit. All questions will carry equal marks.

Unit-I:

Conceptual foundations; Human aspect of management, Human Relations; Human Resource Management- Concept, Scope and Importance; objectives of HRM; challenges to HR professionals; role, responsibilities and competencies of HR professionals; HR department operations; human resource planning – objectives and process; human resource information system, TQM, Managing ethical issues

Unit-II

Talent acquisition: recruitment and selection strategies, career planning and management, succession planning, socialization and induction of new employees; training and development, investment in training, training need assessment, designing and administering training programme; executive development programme, evaluation of T &D programme

Unit-III

Appraising performance: developing and instituting performance appraisal system, assessment and development centres, potential appraisal; rewarding performance: linking rewards to organizational objectives, determine compensation structure, pay for performance and incentive plans, ESOP, executive compensation, designing and administering benefits and services. Measuring intellectual capital

Unit-IV

HR in knowledge era: HR in knowledge industry, HR in virtual organizations, HR in mergers and acquisitions, outplacement, outsourcing HR functions, employee leasing, HR audit, international HRM.

Case discussion is compulsory at the end of every unit.

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