

**School of Business, Public Policy and Social Entrepreneurship
Ambedkar University Delhi**

Course Outline

Course Code: SBP2MB129

Title: Human Resource Management

Type of Course: Core Course

Cohort for which it is compulsory: MBA (First Year)

Cohort for which it is elective: None

No of Credits: 2

Semester and Year Offered: Semester – I (Slot II) Oct, 2018– Dec, 2018

Course Coordinator and Team: Richa Awasthy

Email of course coordinator: richa@aud.ac.in

Pre-requisites: None

Aim: The course aims to acquaint the general management student with the core processes of the human resource function which are talent acquisition, development, performance management, reward and compensation cycles as also the relevance of employee relations in today's business ethos. Also addressed are the global best practices which are in existence which give a competitive edge to any organization through the way it handles its workforce.

Brief description of modules/ Main modules:

Unit 1: Emerging Business Scenario & HR concerns

Unit 2: Contextual Dimensions of HRM: Job Analysis and Design; job Requirements & HR Planning

Unit 3: Human Resources Acquisition: Planning, Recruitment and Selection

Unit 4: Learning and Development

Unit 5: Performance Management and Appraisal

Unit 6: Compensation and Reward Management

Unit 7: Employee Relations

Unit 8: Managing Global Human Resources

Assessment Details with weights:

Component	Weightage
Mid Term Assessment	30
End Term Assessment	30
Group Presentation	20
Quizzes/ case analysis	20

Reading List:

Dessler, G. and Varkkey, B. (2016). *Human Resource Management*, 14th Edition, New Delhi

Armstrong, M. (2009). *Armstrong's Handbook of Human Resource Management Practice (11th Edition)*, Kogan Page India Pvt. Ltd.

Decenzo, D.A. and Robbins, S.P. (2015). *Fundamentals of Human Resource Management (12th Edition)*, Wiley India

Dessler, G., and Varkkey, B. (2011). *Human Resource Management (12th Edition)*, Pearson
Huselid, M.A., Becker, B.E. and Beatty R.W. (). *The Workforce Scorecard: Managing Human Capital To Execute*, Boston: Harvard Business School Press

ADDITIONAL REFERENCE:

Additional Readings and Cases for each session will be circulated prior to the commencement of the course.