



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

Programme Name: MMS

Semester: II

Name of the Course: Human Resource Management

Maximum marks: 100

No. of Sessions: 14

Name of the Faculty: Sandeep Moghe

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Weblink:

Learning Objectives:

1. To facilitate learning of modern concepts, techniques and practices in the management of human resources and to expose the student to different functional areas of HRM to prepare them for an effective career in industry and services.
 2. Enhancing the effectiveness of decision making regarding recruitment, training, development, and retention of human resources.
 3. Creating opportunities for improving and sustaining organizational performance.
 4. Adapting and managing the organizational change and design various strategies for the organizational development.
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Text Book: -

Human Resource Management: P. Subba Rao

Reference Books: -



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Personnel Management: C.B. Mammoria

Human Resource Management: Dessler

Personnel/Human Resource Management: DeCenzo & Robbins

Human Resource Management: D. K. Bhattacharya

Human Resource Management: VSP Rao

Plan:

Session No	Topics to be covered	Books referred/ Recommended/ References-Print/Articles/ News/Research papers/ Online database/ Software /Simulations	Learning outcomes	Evaluation of understanding by MCQs, Quiz, Short Test
1	Concept and importance of Human Resource Management	Human Resource Management: P. Subba Rao Personnel Management: C.B. Mammoria Human Resource Management: Dessler Personnel/Human Resource Management: DeCenzo & Robbins Human Resource Management : D. K. Bhattacharya	Developing an understanding of theoretical and practical aspects of human resource management to formulate strategies that will enable organizations to achieve operational and strategic goals related to the organization's human capital	Questions & Answers, Group discussions



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		Human Resource Management: V. S. P. Rao		
2	Concept and importance of Human Resource Management and Organization of Personnel Functions	Human Resource Management: P. Subba Rao Personnel Management: C.B. Mammoria Human Resource Management: Dessler Personnel/Human Resource URL of the Video: - https://www.youtube.com/watch?v=ZHZVwTdUHIA	Understand the scope of HRM and its relationship to other social sciences. .Study the personnel function with respect to its organization , polices and responsibilities in an organization.	Quiz and discussion on the Video shown in the lecture which summarizes important & frequent concepts in HRM which are also covered in ppt
3	Manpower Planning	Human Resource Management: P. Subba Rao Video Case Study URL: - https://www.youtube.com/watch?v=ejw9Coycfcw 5 Important & Short Cases from Human Resource Management Text and	Understand the importance and the process of man power planning, the process of job analysis, compare and contrast methods used for selection and placement of human resources.	Video Case Study, Discussions on that Video Case Study which illustrates HR Planning well.



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		Cases – K Aswathappa		Secondly, Brainstorming on 5 Important & Short Cases
4	Recruitment	Human Resource Management: P. Subba Rao Personnel Management: C.B. Mammoria Human Resource Management: Dessler Personnel/Human Resource Management: DeCenzo & Robbins Human Resource Management : D. K. Bhattacharya Human Resource Management: V. S. P. Rao	Analyse the process of Recruitment	<u>Internal Test of 20 Marks</u>
5	Selection, Placement and Induction	Human Resource Management: P. Subba Rao Personnel Management: C.B. Mammoria Human Resource Management: Dessler Personnel/Human Resource	Analyse Selection, Placement and Induction process	Online Quiz using Google Form, 2 Group Presentations by the students



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		<p>Management: DeCenzo & Robbins</p> <p>Human Resource Management : D. K. Bhattacharya</p> <p>Human Resource Management: V. S. P. Rao</p>		
6	Motivating Employees	<p>Human Resource Management: P. Subba Rao</p> <p>Personnel Management: C.B. Mammoria</p> <p>Human Resource Management: Dessler Personnel/Human Resource Management: DeCenzo & Robbins</p> <p>Human Resource Management : D. K. Bhattacharya</p> <p>Human Resource Management: V. S. P. Rao</p>	<p>Application of the theories of motivation , explaining the difference between internal and external equity in terms of monetary and non-monetary rewards and recognition</p>	<p>2 Group Presentations by the students</p>
7	Performance Appraisal Systems	<p>Human Resource Management: P. Subba Rao</p> <p>Personnel Management: C.B. Mammoria</p> <p>Human Resource Management: Dessler Personnel/Human Resource</p>	<p>Discuss the importance and process of performance management, organizational strategic planning and succession planning.</p>	<p>2 Group Presentations by the students</p>



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		<p>Management: DeCenzo & Robbins</p> <p>Human Resource Management : D. K. Bhattacharya</p> <p>Human Resource Management: V. S. P. Rao</p>		
8	Training & Development	<p>Human Resource Management: P. Subba Rao</p> <p>Personnel Management: C.B. Mammoria</p> <p>Human Resource Management: Dessler</p> <p>Personnel/Human Resource Management: DeCenzo & Robbins</p> <p>Human Resource Management : D. K. Bhattacharya</p> <p>Human Resource Management: V. S. P. Rao</p>	<p>Describe the steps required to analyze needs, develop and evaluate employee training and development programs in organizations</p>	<p>2 Group Presentations by the students</p>
9	Organisation Development	<p>Human Resource Management: P. Subba Rao</p> <p>Personnel Management: C.B. Mammoria</p> <p>Human Resource Management: Dessler</p> <p>Personnel/Human Resource</p>	<p>Define the concept and practice of organizational development; with an analytical insight related to application of OD interventions strategically</p>	<p>2 Group Presentations by the students</p>



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		<p>Management: DeCenzo & Robbins</p> <p>Human Resource Management : D. K. Bhattacharya</p> <p>Human Resource Management: V. S. P. Rao</p>		
10	Management of Organizational Change	<p>Human Resource Management: P. Subba Rao</p> <p>Personnel Management: C.B. Mammoria</p> <p>Human Resource Management: Dessler</p> <p>Personnel/Human Resource Management: DeCenzo & Robbins</p> <p>Human Resource Management : D. K. Bhattacharya</p> <p>Human Resource Management: V. S. P. Rao</p>	Define the concept and practice of change management	2 Group Presentations by the students
11	Emerging HRD Strategies for Long Term Planning & Growth	<p>Human Resource Management: P. Subba Rao</p> <p>Personnel Management: C.B. Mammoria</p> <p>Human Resource Management: Dessler</p> <p>Personnel/Human Resource</p>	Provide Futuristic perspective in HRD	2 Group Presentations by the students



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		Management: DeCenzo & Robbins Human Resource Management : D. K. Bhattacharya Human Resource Management: V. S. P. Rao		
12	Presentations	-		
13	Presentations	-	-	
14	Revision	-	-	-



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2. Practical Approach : Other activities

Sr.	Activity Name	Topic Covered	Learning outcomes	Source
1	Role Play			
2	Industry Visit			
3	Academic Projects	Group Presentations on HRD issues	Understanding concepts and presentation skills	-
4	Book Review			
5	Group Discussion	Current important HRD matters	Keeping updated on current trends	News articles
6	Business Quiz / Business News sharing	HRD concepts	Understanding concepts	News articles
7	Videos / Simulation	Videos on HRD practices	Understanding concepts	
8	Use of Software and Labs			
9	Any other activity			



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Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences: -

Case Study discussion, Role Plays

Use of ICT for effective teaching with Learning Management Systems (LMS), E-Learning resources etc.: -

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Online sources, Videos, Video Case Study

Innovation and Creativity in teaching- learning: -

The classroom being a very dynamic place, where we motivate everyone to share their new ideas.

Suggestions (if any) to students on subject related Certificate/Diploma or Add-on program: -

HR Analytics, HRIS – Human Resource Information System



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Evaluation:

I) Internal:

Component	Details	Marks
Class Tests	Internal Test	20
Presentation	Students Presentations	10
Case Study/ Group Discussions		
Participation	Active participation through role plays, discussions, Q & A	5
Attendance	Attendance of the students	5

Signature of Faculty

Signature of the Co-ordinator