



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2017-2018)

Programme Name: MMS Name of the Course: Human Resource Management Maximum marks: 100 Name of the Faculty: Mrs Preetinder Singh Mobile No: 9833122131 Weblink:	Semester: II No. of Sessions: 14 Sessions totalling 40 Hr Email: preetisingh272@gmail.com
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<u>Learning Objectives:</u> 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.
<u>Text Book and Reference Books:</u> 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: VSP Rao



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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 Human Resource Management: V. S. P. Rao	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	Periodic MCQs/ tests, Group discussions, presentations, assignments
2	Concept and importance of Human Resource Management and Organization of Personnel Functions	DO	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.	DO
3	Manpower Planning	DO	Understand the importance and the process of man power planning, the process of job analysis, compare and contrast methods used for selection and	DO



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			placement of human resources.	
4	Recruitment	DO	DO	DO
5	Selection, Placement and Induction	DO	DO	DO
6	Motivating Employees	DO	Understand the application of the theories of motivation , explaining the difference between internal and external equity in terms of monetary and non-monetary rewards and recognition	DO
7	Performance Appraisal Systems	DO	Discuss the importance and process of performance management, organizational strategic planning and succession planning.	DO
8	Training & Development	DO	Describe the steps required to analyze needs, develop and evaluate employee training and development programs in organizations	DO
9	Organisation Development	DO	Define the concept and practice of organizational development; with an analytical insight related to application of OD interventions strategically	DO
10	Management of Organizational	DO	Define the concept and practice of change	DO



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	Change		management	
11	Emerging HRD Strategies for Long Term Planning & Growth	DO	Provide Futuristic perspective in HRD	DO
12	Internal assessment/ Presentations	-		As above
13	Internal assessment/ Presentations	-	-	As above
14	Revision	-	-	-



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2. Practical Approach : Other activities (At least 4 distinct 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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Evaluation:

I) Internal:

Component	Details	Marks
Class Tests (Periodic)	HRD concepts and relevance	20
Presentation	Group Presentations on HRD related matters	5
Case Study/ Group Discussions	Important current HRD issues and future trends	5
Participation	Class participation	5
Attendance	Class presence	5

Signature of Faculty

Signature of the Co-ordinator