



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

Programme Name: MMS

Semester: III

Name of the subject: Human Resource Planning & Technology Use

Maximum marks: 100

No. of Sessions: 10

Name of the Faculty: Gladys Sundhalkar

Mobile No: 9920496545

Email: sundhalkar.gladys@gmail.com

Weblink:

Learning Objectives:

Helping the Students understand Human resource planning, or HRP.

HRP is the ongoing, continuous process of systematic planning to achieve optimum use of an organization's most valuable asset — its human resources.

The objective of human resource planning is to ensure the best fit between employees and jobs while avoiding manpower shortages or surpluses. The four key steps of the human resources planning process are analyzing present labor supply, forecasting labor demand, balancing projected labor demand with supply and supporting organizational goals.

Also how Technology is used by Organizations for Human Resource Planning.



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

Reference Books:

Text books

1. Human Resource Planning – James W Walker
2. Human Resource Development – Uday Kumar Haldar – Oxford Publications
3. Managing Diversity: Toward a Globally Inclusive Workplace Book by Michalle E. Mor Barak.
4. HR Analytics: The What, Why and How : Tracey Smith

Reference books

1. Human Resource Planning – D.K Bhattacharya
2. Human Resource Planning – M.S Reddy
3. Planning & Managing Human Resources – William J Rothwell, H.C Kazanas

Plan:

Session No	Topics to be covered	Books referred/ Recommended/ References- Print/Articles/ News/Research papers/ Online database/ Software /Simulations used	Learning outcomes	Evaluation of Students understanding by MCQs, Quiz, Short Test
1	Human Resource Planning	Introduction of Human Resource Planning, Meaning, The planning process. Indicators and trends.	Introduction to HRP	Quiz
2	HRP Process	Ascertaining demand and supply in human resource. Causes of demand, forecasting techniques and human resource requirements. Estimation of internal supply and external supply.	Understanding Need of HRP Process	Puzzle
3	Strategic human resource	Linking human resource planning with strategic human resource management.	Strategic HRM & HRP Linkage	



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

	management.			
4	Linking human resource planning with strategic human resource management.	Linking human resource planning with strategic human resource management. Ascertaining demand and supply in human resource. Causes of demand, forecasting techniques and human resource requirements.	Understanding Demand and Supply Models in HRP Process	Discussion
5	Job Analysis	Job analysis and design, Collection and application of job analysis information, alignment of job analysis to selection.	Job Analysis, HR Planning and Selection in the Modern Business Environment	General Knowledge Test
6	Job Assessment	Job Assessment, Work Study, Method Study, Ergonomics, Work Measurement, Human Engineering	Understanding various methods of Job Assessment and use in HRP	Case Study
7	Employment Test & Introduction to	Changing perspectives in the field of recruitment and selection in the information age: erecruitment and selection. Employment Tests: Concepts of Testing, Types of tests, Executive Talent Search,	Employment Test Types, e-recruitment & Selection	Assignment ON Employment Test



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

8	Work Force Diversity	Diversity Planning, Dimensions of Diversity, Policies, Valuing Diversity in Organizations, Gender Diversity Legislation, Corporate initiatives on Gender Diversity. Organizational Strategies for Promoting Diversity, Diversity Awareness Training and Programs, Systemic and Individual Diversity Change Initiatives, The Future of Diversity – A Global Perspective.	Understanding the nuances of workforce diversity	Case Study
9	Technology in HR	Administration and Human Resource Information Systems, Talent Management, Job Analysis and Human Resource Planning, Recruitment and Selection in an Internet Context, Training and Development: Issues and Human Resource Information Systems Applications, Performance Management, Compensation, Benefits, Payroll and the Human Resource Information Systems, International Human Resource Management	Overview of application of technology in HR	Short Test
10	Business & HR Analytics	Introduction to Business Analytics : Need for Analytics : Use of Analytics in business : Introduction to HR Analytics : HR Analytics and people strategy : Becoming a persuasive HR function	Business & HR Analytics	Case Study
11				



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

12				
13				
14				
15				

2. Practical Approach : Other activities (Atleast 4 distinct activities)

Sr. No.	Activity Name	Topic Coverd	Learning outcomes	Source
1	Role Play			
2	Industry Visit			
3	Academic Projects	Employment Test		
4	Book Review			
5	Group Discussion	Strategic HRM & HRP		
6	Business Quiz / Business News sharing	HRM know-how		
7	Videos / Simulation	HRIS		
8	Use of Softwares and Labs			
9	Any other activity			



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

Evaluation:

I) Internal:

Component	Details	Marks
Class Test	Short Test on Topics Covered	20
Presentation	HRP Topics	10
Case Study		
Participation	Class Participation, Discussion, Assignments	10
Others		

Signature of Faculty

Signature of the Co-ordinator