Programme: MMS   Semester: III   Period: July'19 – October'19
Course Code : **MMS-3-HR-C-05**
Name of the subject: **HR Planning and Application of Technology in HR**
Maximum marks: 100 (60+40)   No. of Sessions: 13/14 (3 hrs each)
Name of the Faculty: Sandeep Moghe
Mobile No: 9930516077   Email: smoghe@vpmthane.org

Program Outcomes (PO)	Course Outcomes (CO)
1. Nurture leadership skills, team-membership skills and mutual trust. 2. Demonstrate decision-making ability. 3. Ability to develop culture of technology-usage. 4. Inculcate social sensitivity among students. 5. Integrate and apply business knowledge and management techniques for problem-solving / analytical skills.	1. Analysis of HR planning components, methods and techniques 2. Create HR Planning for an Organisation 3. Apply latest technology and tools in creating HR Planning

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
4. HR Analytics: Understanding Theories and Applications – Dipak Kumar Bhattacharyya

A. **Plan:**

Session No.	Pl. Date	Topic	Ref. Study Material	Course Outcomes
1	1st July, 2019	**Human Resource Planning: -** Introduction of Human Resource Planning, Meaning, The planning process. Indicators and trends.	1. Human Resource Planning – James W Walker 2.Human Resource Development – Uday Kumar Haldar – Oxford Publications 3.Human Resource Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	To develop deep insight into the concepts of job evaluation, job description, job specification, human resource inventory etc.
2	8th	**HRP Process: -** Ascertaining	1. Human Resource	To provide in depth

	July, 2019	demand and supply in human resource. Causes of demand, forecasting techniques and human resource requirements. Estimation of internal supply and external supply.	Planning – James W Walker 2.Human Resource Development – Uday Kumar Haldar – Oxford Publications 3.Human Resource Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	knowledge on the various recruitment and selection processes employed by organizations and the measures to test its validity and reliability
3	15th July, 2019	**Strategic Human Resource Management: -** Linking human resource planning with strategic human resource management.	1. Human Resource Planning – James W Walker 2.Human Resource Development – Uday Kumar Haldar – Oxford Publications 3.Human Resource Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	Linking human resource planning with strategic human resource management
4	22nd July, 2019	**Ascertaining demand and supply in human resource**. Causes of demand, forecasting techniques and human resource requirements.	1. Human Resource Planning – James W Walker 2.Human Resource Development – Uday Kumar Haldar – Oxford Publications 3.Human Resource Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	Ascertaining Demand and Supply in HRP Process
5	29th July, 2019	**Job Analysis: -** Job analysis and design, Collection and application of job analysis information, alignment of job analysis to selection	1. Human Resource Planning – James W Walker 2.Human Resource Development – Uday Kumar Haldar – Oxford Publications 3.Human Resource Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	Analysis of HR Planning and Selection in the Modern Business Environment
6	5th Augu	**Internal Test & Lecture**: - Job Assessment, Work Study,	1. Human Resource Planning – James W	Application of various methods of Job

	st, 2019	Method Study, Ergonomics, Work Measurement, Human Engineering	Walker 2.Human Resource Development – Uday Kumar Haldar – Oxford Publications 3.Human Resource Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	Assessment and use in HRP
7	12th August, 2019	**Recruitment, Selection & Employment Test Process role in HRP: -** Changing perspectives in the field of recruitment and selection in the information age: e-recruitment and selection. Employment Tests: Concepts of Testing, Types of tests, Executive Talent Search	1. Human Resource Planning – James W Walker 2.Human Resource Development – Uday Kumar Haldar – Oxford Publications 3.Human Resource Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	Identify Evaluation Best Practices
8	19th August, 2019	**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.	1. Human Resource Planning – James W Walker 2.Human Resource Development – Uday Kumar Haldar – Oxford Publications 3.Human Resource Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	Analyse the nuances of workforce diversity
9	26th August, 2019	**IHRM: -** Understanding the context of International HRM in terms of Global Human Resource Planning and Human Resource Management	1. Human Resource Planning – James W Walker 2.Human Resource Development – Uday Kumar Haldar – Oxford Publications 3.Human Resource Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	Analyse Global perspectives of HRM
10	9th	**HRIS: -** Human Resource	HR Analytics: The What,	Application of HRIS

	September, 2019	Information Systems, Various types of Systems used in HRM	Why and How : Tracey Smith	
11	16th September, 2019	**Technology in HR: -** 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	1. Human Resource Development – Uday Kumar Haldar – Oxford Publications 2.HR Analytics: The What, Why and How : Tracey Smith	The advantage of having technology and tools in creating HR Process
12	23rd September, 2019	**Business & HR Analytics: -** Datafication, how datafication is the game of today's working environment, every product and every segment of work Introduction to Business Analytics: Need for Analytics : Use of Analytics in business	HR Anaytics: The What, Why and How : Tracey Smith	How HR Analytics help the business to grow?
13	30th September, 2019	**HR Analytics: -** Introduction to HR Analytics: HR Analytics and people strategy: Becoming a persuasive HR function	HR Analytics: The What, Why and How : Tracey Smith	Datafication
14	1st October, 2019	Students Presentation Topics		Confidence and Presentation building

B. **Practical Approach: Other activities**

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Case study (Current Affairs)	HRIS, HRP	Creating & Analysis of HR planning components, methods and techniques	Internet, Open Source
2	Academic Projects	Employment Test	Identify Evaluation Best Practices	
3	Group Discussion	Strategic HRM & HRP	Practical Problem Solving	
4	Role Play	Technology in HR	The advantage of having technology and tools in creating HR Process	
5	Industry Visit			
6	Business Quiz / Business News sharing			
7	Videos / Simulation	HR - Business Analytics	How HR Analytics help the business to grow?	
8	Use of Software and Labs			
9	Any other activity			

C. **Innovative pedagogy adopted:**

Context based learning

Prepared by:	Reviewed by:	Approved by:
Faculty	**Specialisation**	**ADC**
Date:	**Date:**	**Date:**

A. Execution:

Session No.	Actual Date	Topic Covered	Attendance %	Evaluation Method	Case Study Ref.	Quiz Ref.	CR Sign
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							

B. Evaluation:

Component	Details	Marks
Presentations & Viva	Mandatory	5+5
Class Test (2 for MMS)	Mandatory (MCQ, Descriptive, Etc)	20
Assignments / Others	Mandatory	5
Participation/Attendance	Mandatory	5
Final Exam	Mandatory	60

C. Student Performance Analysis:

Avg. Attendance	Avg. Internal Marks	% Failed in Internals	Avg. Final Marks	% Failed in Final	No. of best students > 80%	No. of students needs improvement

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D. <u>Attainment:</u>

	CO1	CO2	CO3		
PO1					
PO2					
PO3					

Comments / Suggestions / Recommendations:

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

SAP Human Resource Course, HRIS Certification

Signature of Faculty   **Signature of the Co-ordinator / ADC**

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