



Dr. V. N. Bedekar Institute of Management Studies, Thane
Teaching Learning Plan - MMS
Academic Year: 2020-2021

Programme: MMS Semester: III Period: August 2020 – December 2020
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 (Total 40 hrs)
Name of the Faculty: Sandeep Moghe
Mobile No: 9930516077 Email: smoghe@vpmthane.org

Program Outcomes (PO)	Course Outcomes (CO)
<ol style="list-style-type: none">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.	<ol style="list-style-type: none">1. Analysis of HR planning components, methods and techniques2. Create HR Planning for an Organisation3. Appreciate the importance of technology in HR and how it helps the business to grow

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:

Ses sion No.	Plann ed Date	Topic	Ref. Study Material	Course Outcomes
1	10 th August, 2020	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	To develop deep insight into the concepts of job evaluation, job description, job specification, human resource



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			Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	inventory etc.
2	17 th August, 2020	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.	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 provide in depth knowledge on the various recruitment and selection processes employed by organizations and the measures to test its validity and reliability
3	24 th August, 2020	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	7 th Septem ber, 2020	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	14 th Septem ber, 2020	Job Analysis: - Job analysis and design, Collection and application of job	1. Human Resource Planning – James W Walker 2.Human Resource Development – Uday	Analysis of HR Planning and Selection in the Modern Business



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		analysis information, alignment of job analysis to selection	Kumar Haldar – Oxford Publications 3.Human Resource Planning – D.K Bhattacharya 4.Human Resource Planning – M.S Reddy	Environment
6	21 st Septem ebr, 2020	Internal Test & Lecture: - Job Assessment, Work Study, Method Study, Ergonomics, Work Measurement, Human Engineering	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	Application of various methods of Job Assessment and use in HRP
7	28 th Septem ebr, 2020	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	5 th October , 2020	Work Force Diversity: - Diversity Planning, Dimensions of Diversity, Policies, Valuing Diversity in Organizations, Gender Diversity Legislation, Corporate initiatives on Gender Diversity. Organizational	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	Analyse the nuances of workforce diversity



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		Strategies for Promoting Diversity, Diversity Awareness Training and Programs, Systemic and Individual Diversity Change Initiatives, The Future of Diversity – A Global Perspective.	Planning – M.S Reddy	
9	12 th October , 2020	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	19 th October , 2020	HRIS: - Human Resource Information Systems, Various types of Systems used in HRM	HR Analytics: The What, Why and How : Tracey Smith	Application of HRIS
11	26 th October , 2020	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	2 nd November, 2020	Internal Test Business & HR	HR Analytics: The What, Why and How : Tracey Smith	How HR Analytics help the business



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		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		to grow?
13	9th November, 2020	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	23 rd November, 2020	Students Presentation Topics		Confidence and Presentation building

B. Practical Approach: Other activities

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Case study	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	Short quiz at the end of each session	To evaluate if the concepts have been understood	MCQs of each session are prepared



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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: Prof. Sandeep Moghe
Faculty

Approved by:
Specialisation Head

Date: 7th August, 2020

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							



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9							
10							
11							
12							
13							
14							

B. Evaluation:

Component	Details	Marks
Presentations	Mandatory	10
Class Test	Mandatory (MCQ, Descriptive, etc)	20
Attendance & Active Participation	Mandatory	5
Overall Conduct	Mandatory	5
Final Exam	Mandatory	60

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 Co-ordinator