



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

Programme Name: MMS

Semester: III

Name of the subject: HR Planning and Application of Technology in HR

Maximum marks: 100

No. of Sessions: 14

Name of the Faculty: Gladys Sundhalkar

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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.

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

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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	
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	Activity - Puzzle
3	Strategic human resource management.	Linking human resource planning with strategic human resource management.	Strategic HRM & HRP Linkage	Discussion
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	Case Study



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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	Learning Assignment
6	Job Assessment	Job Assessment, Work Study, Method Study, Ergonomics, Work Measurement, Human Engineering	Understanding various methods of Job Assessment and use in HRP	
7	Recruitment, Selection & Employment Test Process role in HRP	Changing perspectives in the field of recruitment and selection in the information age: recruitment and selection. Employment Tests: Concepts of Testing, Types of tests, Executive Talent Search,	Employment Test Types, e-recruitment & Selection	Assignment on Employment Test/ Internal Test
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	IHRM	Understanding the context of International HRM in terms of Global Human Resource Planning and Human Resource Management	Understanding Global perspectives of HRM	Class activity
10	HRIS	Human Resource Information Systems, Various types of Systems used in HRM	Understanding of HRIS	
11	Technology in HR	Recruitment and Selection in an Internet Context, Training and Development: Issues and Human Re-	Overview of application of	Case Study



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source Information Systems Applications, Performance technology in
Management, Compensation, Benefits, Payroll and the HR
Human Resource Information Systems

12	Business & HR Analytics	Datafication,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	Business & HR Analytics	Video showcase
13	HR Analytics	Introduction to HR Analytics : HR Analytics and people strategy : Becoming a persuasive HR function	Datafication	Video Showcase
14	Presentation	Presentation Topics	Confidence and Presentation building	



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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	HR - Business Analytics		
8	Use of Softwares and Labs			
9	Any other activity			



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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