



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

Programme Name: PGDM

Trimester: IV

Name of the subject: **HR Issues in Mergers, Acquisitions and Diversity**

Maximum marks: 100

No. of Sessions: 10

Name of the Faculty: PRAVIN NARANG

Mobile No:

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Weblink:

Learning Objectives:

Students should have an understanding about all the HR aspects relating to Mergers, Acquisitions and Diversity. Students should have the competence to handle various HR issues relating to Mergers, Acquisitions and Diversity.

Reference Books:

1. Executing a Merger by Thomas Ramson
2. People Issues in M & A by Susan Thawick
3. Diversity in the workplace by John Bachwater and Michael Grathford



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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	What is a merger. What is an acquisition?	People Issues in M & A by Susan Thawick	M & A	MCQ's
2	Differences between Mergers & Acquisitions	People Issues in M & A by Susan Thawick	What is difference between Merger & Acquisition?	Short Test
3	Types of Mergers & Acquisitions – Vertical Merger, Horizontal Merger, Conglomerate Merger	People Issues in M & A by Susan Thawick	Various people issues which can arise	Short Test
4	What is diversity? Why is it	Diversity in the workplace by John Bachwater	Diversity	Quiz



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	important for an organisation?	and Michael Grathford	understanding	
5	Types of Diversity – Racial Diversity, Geographical Diversity, Gender Diversity, Linguistic Diversity	Diversity in the workplace by John Bachwater and Michael Grathford	Various types of diversity	MCQ's
6	HR issues which can arise in a merger	Executing a Merger by Thomas Ramson	HR issues which can arise	Quiz
7	Cultural issues which can arise in a merger, and how to deal with them	Executing a Merger by Thomas Ramson	Cultural issues which can arise	Short Test
8	Conflict resolution in M & A	Executing a Merger by Thomas Ramson	Resolving conflicts	MCQ's
9	HR Planning in M & A	Executing a Merger by Thomas Ramson	Talent Management	Quiz
10	Achieving workforce diversity through HR practices	Diversity in the workplace by John Bachwater and Michael Grathford	Achirving diversity	Short Test
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Practical Approach : Other activities (Atleast 4 distinct activities)

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Role Play	Conflict resolution in M & A	Understanding conflicts	
2	Industry Visit			
3	Academic Projects	Achieving workforce diversity through HR practices	Getting diversity in workplace	
4	Book Review			
5	Group Discussion	Cultural issues which can arise in a merger, and how to deal with them	Dealing with cultural issues	
6	Business Quiz / Business News sharing			
7	Videos / Simulation			
8	Use of Softwares and Labs			
9	Any other activity			



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Evaluation:

Internal:

Component	Details	Marks
Class Test	What is a merger. What is an acquisition? Differences between Mergers & Acquisitions	20
Presentation	Student Presentation on HR Planning in M & A	10
Case Study		
Participation	Understanding shown by students in class	10
Others		

Signature of Faculty

Signature of the Co-ordinator