



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

Programme Name: PGDM Term: VI

Name of the subject: Intellectual Capital Management

Maximum marks: 100 No. of Sessions: 10

Name of the Faculty: Prashant Dandekar

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Weblink:

Learning Objectives: Students should learn following concepts

1. Balance score card
 2. HR score card
 3. HR data set
 4. Human resource accounting – cost and value based methods
 5. Hr audit
 6. Statutory payment audit
 7. Different methods of auditing
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Reference Books: HR score card - Linking people, strategy and performance by Brain E Becker, Mark A Huselid and Dave Ulrich – Harward Business school press



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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	HRD in Indian Context, Alignment of HR with the business strategies	HR score card - Linking people, strategy and performance by Brain E Becker, Mark A Huselid and Dave Ulrich – Harward Business school press	Students learnt about HR outsourcing Retention strategy	



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2	<p>Old appraisal methods</p> <ol style="list-style-type: none">1. Rating scale2. Paired comparison3. Ranking method4. Confidential report method5. Bell shape curved6. Essay method7. Check list method8. Field review method		<p>Students learnt about why old appraisal methods are not suitable now days</p>	
3	<p>New appraisal method</p> <ol style="list-style-type: none">1. 360 degree appraisal2. Balance score card		<p>Students learnt about importance of new methods in view of Human resource accounting</p>	



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	3. MBO			
4	Human resource accounting methods Elements of recruitment and induction cost		Students learnt about cost based methods like 1. Original cost method 2. Replacement cost method 3. Opportunity cost method 4. Std. Cost method	
5	Balance score card v/s HR score card Statutory compliance audit Human resource accounting methods – value based		Students learnt about • HR doeables • Herman's unpurchased goodwill method	



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6	Human resource accounting methods – value based Categories of employee turnover		Students learnt about <ul style="list-style-type: none">• Likert & Bower’s model• How group performance can be enhanced –group cohesiveness, effect of leadership style, organization structure and group thinking on group performance	
7	HR data set Different types of analytics		Students learnt about <ul style="list-style-type: none">• Organization of data set• Storage error• Storage media for data set• Difference between HR	



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			analytics, manpower analytics and people analytics	
8	Methods of auditing		Students learnt about various auditing methods like interviews, observation, surveys	
9	HRD competencies		Students learnt about Competency dictionary building and competencies required for various HR roles	
10	Human capital index Applications of HCM		Students learnt about <ul style="list-style-type: none">• Competency based appraisal• Competency based training	



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- Competency based recruitment

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			
4	Book Review			
5	Group Discussion			
6	Business Quiz / Business News sharing			
7	Videos / Simulation			
8	Use of Softwares and Labs			



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9	Presentations for internal evaluation	<ul style="list-style-type: none">• Types of appraisals• Induction program• Employee engagement & retention• Recruitment policy• Exit and stay interview		



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Evaluation:

I) Internal:

Component	Details	Marks
Class Test		
Presentation	Two presentations of 15 marks each	30
Case Study		
Participation		
Attendance		10

Signature of Faculty

Signature of the Co-ordinator