

**CA9189 HUMAN RESOURCE MANAGEMENT**

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**UNIT I PERSPECTIVES IN HUMAN RESOURCE MANAGEMENT**

**9**

Evolution of human resource management – the importance of the human factor – objectives of human resource management – role of human resource manager – human resource policies – computer applications in human resource management.

**UNIT II THE CONCEPT OF BEST FIT EMPLOYEE**

**9**

Importance of human resource planning – forecasting human resource requirement – internal and external sources. Selection process-screening – tests - validation – interview - medical examination – recruitment introduction – importance – practices – socialization benefits.

**UNIT III TRAINING AND EXECUTIVE DEVELOPMENT**

**9**

Types of training, methods, purpose, benefits and resistance. Executive development programmes – common practices - benefits – self development – knowledge management.

**UNIT IV SUSTAINING EMPLOYEE INTEREST**

**9**

Compensation plan – reward – motivation – theories of motivation – career management – development, mentor – protégé relationships.

**UNIT V PERFORMANCE EVALUATION AND CONTROL PROCESS**

**9**

Method of performance evaluation – feedback – industry practices. Promotion, demotion, transfer and separation – implication of job change. The control process – importance – methods – requirement of effective control systems grievances – causes – implications – redressal methods.

**TOTAL = 45**

**TEXT BOOKS:**

1. Decenzo and Robbins, Human Resource Management, Wilsey, 6<sup>th</sup> edition, 2001.
2. Biswajeet Pattanayak, Human Resource Management, Prentice Hall of India, 2001.

**REFERENCES:**

1. Human Resource Management, Eugence Mckenna and Nic Beach, Pearson Education Limited, 2002.
2. Dessler Human Resource Management, Pearson Education Limited, 2002.
3. Mamoria C.B. and Mamoria S.Personnel Management, Himalaya Publishing Company, 1997.
4. Wayne Cascio, Managing Human Resource, McGraw Hill, 1998.
5. Ivancevich, Human Resource Management, McGraw Hill 2002.