

PROGRAMME OBJECTIVES

The MHRM program is a mix of theory and practice intended to prepare students for managerial & administrative positions in Human Resources Management in Industrial, Business, Government and Organizations in the Service sector. The student is to be equipped with knowledge and tools to diagnose the environment and provide leadership at the highest levels.

The main program objectives with respect to the subjects taught may be synthesized as to develop:

- Theoretical base of various concepts and their application.
- Sensitize on issues of the macro and micro factors of business environment with interdisciplinary approach.
- Integrated functional approach in understanding Human Resource Management
- Skills, abilities and knowledge with practical orientation
- Industry adaptable contemporary competencies
- Learning environment

COURSE OBJECTIVES

Human Resource Management, 101

Semester: I

At the end of the course the student will be in a position to understand

- The basic principles and functions of Human Resource management.
- About the methods and process for retaining the employee.
- Strategic linkage of Human Resource Management with other functions of Management.
- Applicability of managerial functions to HR Processes.

Principles and Practices of Management, 102

Semester: I

At the end of the course the student will be in a position to understand

- Contemporary development in management without neglecting the older contributions that have proved their worth over the years.
- Application for managers and their organization not only as guides for immediate actions but in their potentials for guiding managers for action in future.
- Management process, techniques and principles of organization.
- Motivation and leadership as the two unique managerial functions to ensure maximum use of human resources without sacrificing human resource and human welfare.

Labour Legislation and Case Law – I, 103

Semester: I

At the end of the course the student will be in a position to understand

- The jurisprudence related to industry.
- The law relating to working conditions requirements in different occupations.
- To interpret the rules relating to the above law.
- To interpret the law relating the employment of children, women and contract labour.
- The law relating to the employment, holidays and training.

Industrial & Managerial Economics, 104

Semester: I

At the end of the course the student shall be in a position to understand

- The concepts of labor economics and its factors.
- The micro economic theories and its application to business.
- The macro-economic factors and its application to business.
- The economics for managerial decisions.

- The skills to interpret the economics of business and its relevance to the management.

Organisational Behaviour – I, 105

Semester: I

The course seeks to achieve the following objectives:

- To provide the students with an understanding of the concepts of individual, group, organisational behaviour
- To provide the students with an understanding of how the concepts effect the dynamics of the organization
- To make the students understand, interpret and apply the various theories and approaches to OB
- To make the students understand the management of Change and improve organisational effectiveness
- To make the students understand the various Leadership Theories and thereby develop Leadership Skills

Social Research Methodology & Statistics, 106 Semester: I

At the end of the course the student shall be in a position to understand

- The role and importance of research in the social sciences
- The complex issues inherent in selecting a research problem, selecting an appropriate research design, and implementing a research project.
- Understand some basic concepts of research like procedures of sampling, data collection, analysis and reporting and its methodologies
- To prepare a project proposal to undertake a project
- To organize and conduct research in a more appropriate manner
- How to write a research proposal, and also research report

Business Communication & HR Skills, 107

Semester: I

The course seeks to achieve the following objectives:

- To enable the students to understand the meaning of communication
- To provide the students with an understanding of the importance, functions, scope and the techniques of effective communication
- To provide the students with a means of overcoming the barriers and to improve communication effectiveness
- To help the students to give effective presentations by gaining the attention of the audience and persuading them to listen
- To enable the students to conduct the Meetings successfully

- To make the students understand the stages of Letter writing and to draft various Personnel, Business and Sales Letters effectively
- To help the students acquire the skills required by HR professional and to improve the morale of the employees, customers, shareholders and all the people associated with the business of an organization

Industrial Relations, 201 Semester: II

At the end of the course the student will be in a position to understand

- The basic principles and functions of Industrial Relations.
- The present state of Industrial relations in India
- About the methods and process of handling Employee relations
- The concepts, principles and issues connected with trade unions, collective bargaining, workers participation, grievance redressal, and employee discipline and dispute resolution.
- Settlement machinery both statutory and non-statutory provided through various machinery.

Human Resource Development, 202 Semester: II

At the end of the course the student will be in a position to understand

- How to develop capabilities of all individuals working in an organization in relation to their present role.
- How to develop team spirit
- To make an understanding about the coordination among different units of an organization.
- Use of training as the strategic factor for competitive advantage.
- To ensure transparency in decision-making.
- How to create a learning objective.

Organisational Behaviour & Organisational Development, 203 Semester: II

The course seeks to achieve the following objectives:

- To provide the students with an understanding of the concepts of individual, group, organisational behaviour
- To provide the students with an understanding of how the concepts effect the dynamics of the organization
- To make the students understand, interpret and apply the various theories and approaches to OB
- To make the students understand the management of Change and improve organisational effectiveness

- To make the students understand the various Leadership Theories and thereby develop Leadership Skills

Labour Legislation & Case Law – II, 204 Semester: II

At the end of the course the student will be in a position to understand

- The jurisprudence related to industry.
- The law relating to working conditions requirements in different occupations.
- To interpret the rules relating to the above law.
- To interpret the law relating the employment of children, women and contract labour.
- The law relating to the employment, holidays and training.

Employee Welfare and Labour Administration, 205 Semester: II

At the end of the course the student will be in a position to understand

- The basic principles and functions of Employee Welfare and social security.
- The social security benefits for employees in India and their statutory requirements.
- The difference between social security and social insurance.
- The functions and powers of different Labour Administrative Machinery in India.

Employee Compensation & Administration, 206 Semester: II

At the end of the course the student will be in a position to understand

- To provide a basic purpose for establishment of a sound compensation and reward administration and aligns compensation strategy with business strategy.
- How the concepts and objectives of compensation, focuses on components and dimensions of compensation and non-compensation system.
- To provide a systematic approach of understanding the monetary value to employees in exchange of work performed.
- To provide a strategic perspectives in compensation and reflect trends in compensation.

Business Law & Corporate Governance, 301 Semester: III

At the end of the course the student will be in a position to understand

- To demonstrate an understanding of Contract law
- Define Condition which allow contract rights to be assigned/delegated
- To be able to apply the rules of contract law & other business law to real world conflicts & Management challenges.

Management of Unorganized Labor, 302 **Semester: III**

At the end of the course the student shall be in a position to understand

- The dual nature of the workforce, its evolution, nature and characteristics.
- Differentiation between organized and unorganized workers.
- Labor legislation and social security for the welfare of unorganized workers.
- Models to make it an inclusive workforce.
- State and social responsibility towards unorganized workers.

Indian Business Environment, 302 **Semester: III**

At the end of the course the student shall be in a position to understand

- The concepts of Business Environment and its factors.
- The factors impacting the Indian Business Environment.
- The law and regulation relating to foreign investment in India and the role of Government.
- The policy on Public Sector in India.
- The skills to interpret the economics of business and its relevance to the management.

Financial Management, 303 **Semester: III**

At the end of the course the student will be in a position to understand-

- To provide with an understanding of the concepts of income-flow, cash-flow, and funds-flow in a business organization.
- To provide with an understanding of how the concepts in (1) are related to financial statements for decisions in financial management.
- To provide with an understanding of the processes that lead to the preparation of financial statements.
- To provide with skills to analyse and interpret the financial statements for decision making.

Marketing Management, 305 Semester: III

At the end of the course student will be in a position to understand

- How to formulate and implement Marketing strategies.
- How the environment is analysed to exploit the opportunities and to overcome the threats.
- The role of Marketing in Business
- To understand the various elements of Marketing mix.
- To understand STP and to formulate the marketing strategy.
- How to segment the market, and how to differentiate the products and services
- How to target the customers and promote the products and services to the customers
- How to maintain customer relationships and satisfy the customers.

Corporate Social Responsibility, 306

Semester: III

At the end of the course student will be in a position to understand

- The common ethical issues in business
- How business leaders make ethical decisions and handle ethical issues
- The impact of CSR implementation on corporate culture, particularly as it relates to social issues
- About specific measures companies can take to build effective ethics programs
- Major global ethics issues taking place in international business
- To Become familiar with how firms evaluate social responsibility activities

Talent and Knowledge Management, 307 Semester: III

At the end of the course the student will be in a position to understand

- To understand the term talent and the theory associated with it.
- To study the methods of recruitment, nurture and utilize the talent.
- To make the student understand the different types of knowledge.
- The concepts of Knowledge creation, storing and retrieving.
- The methods to utilize the talent and application of knowledge.

International Human Resource Management, 401 Semester: IV

At the end of the course student will be in a position to understand

- To analyze the various HR practices in International Scenario.
- Prevailing workforce diversity and its impact on HRM
- Differences between Domestic and international HR activities
- Cross National Differences in Personnel and Organization Policies
- To understand the cross-cultural management
- To study the challenges and opportunities relating IHRM.
- To study the leadership ability required in MNC'S.

Strategic Human Resource Management, 402 Semester: IV

At the end of the course the student shall be in a position to understand

- The concepts of strategy and its importance.
- The situational theories and its application to Human Resources Management.
- The Human Resources Planning and its application to business.
- The integration of functions of HRM for managerial decisions.

Performance Management & Counseling, 403 Semester: IV

At the end of the course the student will be in a position to understand

- The meaning, scope and definition of performance management.
- Integration of performance management and strategic role.
- Performance Management Cycle and Performance Management.
- Integration of performance management with rewards, HRD and other systems.
- Importance of coaching, counseling and mentoring.

Management of Technology and Productivity, 404 Semester: IV

At the end of the course student will be in a position to understand

- To analyze and study how technology is used in LPG scenario.
- To study and analyze how technology is used in improving productivity of organization.
- To understand the various techniques that is used to improve the productivity.
- To study the tools of TQM in the organization.
- To study how organization is implementing the ISO certifications.

Collective Bargaining and Employee Empowerment, 405 Semester: IV

At the end of the course student will be in a position to understand

- The democratic set up of the industrial organizations
- The functioning of the approaches and models of participative management in industries
- The levels of participation in industries
- The process and formulation of the Collective Bargaining

HR Measurement and Analytics, 406 Semester: IV

At the end of the course student will be in a position to understand

How to take strategic decisions using predictive analytics in HR

The importance of HR Analytics and learn the metrics measured by HR analytics

How to improve organizational performance through high quality talent related decisions

How analytics can be utilized to solve complex HR problems

The important key issues in building effective HR analytics solutions

How to anticipate the change in business need and environment

How to use tools and technologies to stay ahead of competition

Management of Discipline, 407

Semester: IV

The course seeks to achieve the following objectives:

- To provide the students with a better understanding of the objectives and principles of Discipline
- To make the students understand and implement the factors that promote Discipline in an industry
- To make the students understand, interpret and apply the various approaches while dealing with acts of indiscipline
- To enable the students to understand the Principles of Natural Justice and apply them while conducting domestic enquiries
- To enable the students to understand the Principles of Code of Discipline and maintain industrial peace and harmony
- To provide the students with an understanding of the Disciplinary Interventions and to apply them to maintain Positive Discipline