

HUMAN RESOURCE AND TALENT MANAGEMENT (CBCS Paper)

Course marks/credits	Course objectives	Pedagogy	Learning Outcomes	Course Evaluation
100 marks/4 credits	1. To understand the meaning, origin and development of HR and its continuing growth. 2. To understand the need and importance of effective HR in order to become good future managers. 3. To understand the various practices being followed at different industries. 4. To apply the knowledge and skills of HR in a variety of situations.	• Lecture method • Case study method • Tutorial • Individual and Group presentation/assignment	Understand the importance of HR from an organizational as well as employee point of view including current practices.	Internal Assessment: 40 marks Semester end examination: 60 marks

COURSE OUTLINE

Unit I: Fundamentals of HR Management

- HR Management: Concept, Scope and Evolution
- HR Policy and Functioning
- HR Manager: Role, Competencies
- Code of Ethics

Unit II: Talent Management

- Human Resource Planning
- HR Acquisition: Resourcing on Boarding Talents, Employer Branding and Talent Resourcing
- Selection: Strategies, Process and Methods
- On Boarding Talent

Unit III: HR Retention and Transition

- Retention: Concept and Strategies
- Talent Development and Transition
- Separation and Separation Modalities
- HR Research, Change and the Future

Readings

1. Armstrong, Michael, (2003), A Handbook of Human Resource Management Practice, Kogan Page, London.
2. Bechet, Thomas P., (2002), Strategic Staffing: A Practical Toolkit for Workforce Planning, Amacom, New York.
3. Bhattacharya, Dipak Kumar, (2006), Human Resource Planning, Second Edition, Excel Books, New Delhi.
4. Crandell, N. Fredric, J. Marc Wallace, (1998), Work & Rewards in the Virtual Workplace, Amacom, Chicago.

5. Currie, Donald, (2006), Introduction to Human Resource Management: A Guide to Personnel Practice, Chartered Institute of Personnel and Development, London.
6. Davis, Keith, (1957), Human Relations at Work: The Dynamics of Organization Behavior, Tata McGraw-Hill Publishing Company Limited, New Delhi.
7. Davis, Keith, (1977), Human Behaviour at Work: Organization Behavior, Tata McGraw-Hill Publishing Company Limited, New Delhi.
8. Angelos, De Nisi, W. Ricky Griffin, (2001), Human Resource Management, Houghton Mifflin Company, New York.
9. Decenzo, David A., P. Stephen Robbins, (2005), Fundamentals of Human Resource Management, John Wiley & Sons, USA.
10. Dessler, Gary, (2004), A Framework for Human Resource Management, Pearson Education, Singapore.