



**Human Resource Management Functions & Practices**  
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**[DSE]**

Semester: IV	Credits: 3+1	Subject Code: BB42105C	Lectures: 48
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**Course Outcomes:**

At the end of the course, the learner will be able to,

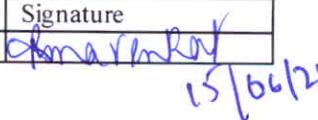
- Associate to the concepts of Performance Appraisal, Training and Executive Development.
- Identify Concepts of Employee Compensation and other functions of HRM
- Recognize the concept of Strategic Human Resource Management
- Identify the concept of organization development and Organisational Culture

**Unit 1: Introduction to HRM Functions - Performance Appraisal, Training and Executive Development**

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- Introduction to HRM Functions**
- Performance Appraisal:**
  - Concept,
  - Purpose,
  - Approaches,
  - Process, Methods- Traditional and Modern Methods.
- Job Changes:**
  - Concept
  - Promotion,
  - Demotion,
  - Transfer and
  - Separation
- Training:**
  - Concept, Purpose, Importance,
  - Areas
  - Process,
  - Methods; E-Training
- Executive Development:**
  - Concept, Objectives,
  - Process and methods
  - E-Development
- Difference between Training and Executive Development

Caselets on Performance Appraisal, Training and Executive Development

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### Unit 2: Employee Compensation and Other Functions of HRM

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- **Employee Compensation:**
  - Concept, Objectives,
  - Employee Compensation Administration,
  - Determinants of Employee Compensation,
  - Methods,
  - Fringe Benefits
- **Other Functions of HRM:**
  - Personnel Research,
  - Human Resource Accounting (HRA)
  - Employee Welfare Benefits
  - Social Security

Project report on Fringe Benefits of anyone organization or Caselets on Employee Compensation and other Functions of HRM

### Unit 3: Strategic Human Resource Management Practices

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- Introduction to HRM Practices
- Ethics in HRM Practices
- Strategic Human Resource Management
  - Concept, Role of SHRM
  - Implementation of SHRM
  - Impact of strategic HRM
- Managing Global Human Resource
  - Manager's Global Challenge
  - Staffing the Global Organisation
- Case Study on SHRM at Dr Reddy's Lab

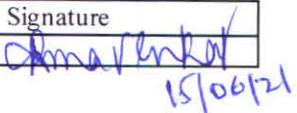
Role-Plays on Workers Participation in Management or Caselets on WPM

### Unit 4: Organisational Development and Organizational Culture

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- Organisational Development:
  - Concept and Objectives of OD
  - Organisational Development Program,
  - Organizational Development Process
  - Power politics and Ethics in OD
  - Organizational learning organizational Development Interventions.
- Organisational Culture :
  - Concept, Importance
  - Factors that shape an organization's culture.

Group Discussion/Debate on Organizational Power and Politics or Caselets on

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Organisational Development Programme and Interventions

# 12 hours for Library work, practical or field work or research purposes

**Recommended Text Books:**

- C B Gupta, *Human Resource management* by 2017, 18<sup>th</sup> edition, Sultan Chand & Sons.
- Gary Dessler, Biju Varkkey, *Human Resource Management*, 15<sup>th</sup> edition, Pearson.
- A guide by Michael Armstrong, *Strategic Human Resource Management* –2008, 4<sup>th</sup> edition.

**Reference Books:**

- Aswthappa, *Human Resource Management*, Publisher: TMH, New Delhi
- Rao, V.S.P, *Human Resource Management-Text & Cases*, by Publisher: Excel Books, New Delhi.
- Ramaswamy, *Managing Human Resources* by E., Publisher: Oxford University Press, New Delhi

**Websites:**

- <https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/understandinganddevelopingorganizationalculture.aspx>
- <https://www.hrdconnect.com/2018/06/18/what-is-organisational-development/>

**E-Resources:**

- <https://nlist.inflibnet.ac.in/>
- <https://search.ebscohost.com/>

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Subject Expert (Outside	Dr. Sabhia Fazalbhoy	Sabhia Fazalbhoy /15/06/21	

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Industry Expert	Mr. Sitesh Thadhani	<i>Sitesh L. Thadhani</i>	
Alumni	Ms. Devi Krishna		<i>Devi Krishna</i> 15/06/21

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