

Subject: HUMAN RESOURCE MANAGEMENT
Title: Recent Trends & HR Accounting + Project
[DSE]

Semester: VI	Credits: 2+4	Subject Code: BB62006C	Lectures: 48
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Course Outcomes:

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

- Design critical thinking by making judgments related to problems in Engaging with Human Resource.
- Develop critical thinking for solving Case Studies of Human Resource.
- Construct the theoretical framework into HR practice through Internship/
- Application of the HRIS and HRA into practice.

UNIT I - Employee Engagement

12

- **Employee Engagement**
 - Concept of employee Engagement,
 - Factors Influencing Employee Engagement,
 - Strategies for Enhancing Employee Engagement,
 - Company values and building employee loyalty,
 - Challenges in engaging employees,
 - Employee engagement and company branding strategies

UNIT II – Human Resource Information System and Personnel Research

12

- **Human Resource Information System**
 - Introduction, Meaning and definition of Human Resource Information System
 - Components of Human Resource Information System
 - Advantages and Limitations of Human Resource Information System
 - Process of designing of Human Resource Information System
- **Personnel Research**
 - Introduction, Meaning and definition of Personnel Research,
 - Approaches to Personnel Research,
 - Process of Personnel Research

UNIT III – Human Resource Accounting and Human Resource Audit

12

- **Human Resource Accounting**
 - Introduction, Meaning and definition of HR Accounting,
 - Need and Objectives of HR Accounting,
 - Advantages and Limitations of HR Accounting,
 - Human Resource Valuation: Monetary and Non-Monetary methods of Human Resource Valuation
- **Human Resource Audit**

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- Introduction, Meaning, definition and objectives of Human Resource Audit
- Areas and levels of Human Resource Audit

• **UNIT IV – PROJECT REPORT (COMPULSORY)** 4 credits

- A project report in word format in a Hard bound based on internship or Research to be submitted to college.
- For evaluation, there will be a viva voce/PPT. Such viva-voce/PPT shall be conducted by a referee appointed by the University along with an internal referee.

#12 hours for Library work, assignments, practical or field work

• **Add on 4 Credits (Compulsory)**

Students are expected to successfully **complete one of the following:**

1. Internship - 60 Hours

(Students must undergo for internship and must do fieldwork, survey, analysis of data, prepare a hard binding project report. The project report must be submitted to the college along with a soft copy of the same.)

INTERNSHIP:

A student has to undergo minimum of **sixty hours** of practical training in business establishments. The Internship Program is based on the contents that are prescribed for all the papers under relevant disciplines and shall be part-time or full-time depending on the nature of jobs

Types of Internships

1. On the Job – Students can register with any organization, business, traders, or office.
2. Virtual internships - Another option is a virtual internship which can be completed remotely. This means the intern can work from home rather than in the office.
3. Externships/Shadow-Internship- Observation-based internship – Instead of actually working in an organization the student can observe the employer while working and the student will record the observations on working. This is another option for an internship.

Externships provide brief experiential learning opportunities for students, typically consisting of few days or few weeks.

OR

2. Research Project – 60 Hours

Based on any of the core HR Topics , followed by a PPT and evaluation will be based on the Research project and PPT.

• **EVALUATION**

**Project Report- 30 marks & Viva-Voce - 20 marks = Total Marks 50
(Compulsory)**

The evaluation will be done based on an examination paper comprising of descriptive questions of **50 marks**.

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Recommended Text Books:

Sr. No.	Title of the Book	Author/s	Publication	Place
1.	C.B.Gupta, Human Resource Management, Sultan Chand and sons 2017			
2.	Vipul Saxena, Employee Engagement: A Recipe to Boost Organisational Performance, Notion Press			
3.	L. M. Prasad, Human Resource Management , Sultan Chand & Company Ltd. New Delhi, 2016			
4.	K. Ashwathappa , Human Resource Management , Tata McGraw Hill New Delhi, 2012			

Recommended Reference Books:

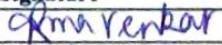
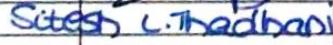
Sr. No.	Title of the Book	Author/s	Publication	Place
1.	C. B. Mamoria , Personnel Management C. B. Mamoria	Himalaya Publishing House Mumbai		
2.	S.K. Bhatia, Case Studies in Business Management, Deep and Deep Publications, New Delhi, 2010			
3.	A.M. Sharma , Personnel & Human Resource Management Himalaya Publishing House Mumbai			
4.	S. S. Khanka ,Human Resource Management , Sultan Chand & Company Ltd. New Delhi			
5.	Gary Dessler, Biju Varkkey, Human Resource Management by, 15 th edition, Pearson, 2018			
6.	Rao,Human Resource Management-Text & Cases, V.S.P, Publisher: Excel Books, New Delhi, 2014			
7.	Ramaswamy, Managing Human Resources, E., Publisher: Oxford University Press, New Delhi, 2012			
8.	Michael Armstrong, A hand book on Human Resource Management - ebook			

E- Resources

- [1. https://nlist.inflibnet.ac.in/](https://nlist.inflibnet.ac.in/)
- [2. https://search.ebscohost.com/](https://search.ebscohost.com/)

Websites:

- [1. https://www.forbes.com/sites/forbeshumanresourcescouncil/2021/05/17/top-challenges-for-hr-professionals-coming-out-of-covid-19/?sh=4a111bb323be](https://www.forbes.com/sites/forbeshumanresourcescouncil/2021/05/17/top-challenges-for-hr-professionals-coming-out-of-covid-19/?sh=4a111bb323be)
- [2. https://i-sight.com/resources/16-hr-trends-you-need-to-know-in-2020-according-to-experts/](https://i-sight.com/resources/16-hr-trends-you-need-to-know-in-2020-according-to-experts/)

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Subject Expert (Outside SPPU)	Mrs. Sabhiya Fazalbhoy	
VC Nominee	Dr. Varsha Deshpande	
Industry Expert	Mr. Sitesh Thadhani	
Alumni	Ms. Devi Krishna	

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