

BBA

Subject: HUMAN RESOURCE MANAGEMENT  
Title: CASES IN HUMAN RESOURCE MANAGEMENT + PROJECT&VIVA  
[DSE]

Semester: V	Credits: 2+4	Subject Code: BB52206C	Lectures: 48
-------------	--------------	------------------------	--------------

**Course Outcomes:**

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

- Design critical thinking by making judgments related to problems in Case Studies of Human Resource.
- Develop critical thinking for solving Case Studies of Human Resource.
- Construct the theoretical framework into HR practice.
- Appraise the broad fundamental components of HRM.

Introduction to Case Study + Areas of Case Study

2 Credits

• **CASE STUDY:**

- Nature of the Case Study Method
- Objectives of Case Study Method
- Benefits of Case Study Method
- Stages in Case Analysis
- Guidelines (Dos and Don'ts in Case Study Analysis)
- Attempting case study in examination question paper

• **Areas of Case Study:**

- Functions of HRM
  - Challenges before HRM
  - Role of HR Manager
  - Job Analysis- Job Description, Job Specification, Job Evaluation,
  - Manpower Planning and Forecasting
  - Recruitment and Selection
  - Training and Executive Development,
  - Employee Compensation, Performance Appraisal
  - Induction and Socialization
  - Career Planning
  - Employee Morale
  - Job Satisfaction
  - Workforce Diversity
  - Gender Diversity and Inclusion,
  - International HRM,
  - E-HRM
  - Human Resource Information System
  - Work from Home
  - Change Management
  - Out-Sourcing



Board Of Studies	Name	Signature
Chairperson (HoD)	Dr. Rama Venkatachalam	

- Rights of an employee at the workplace., HR Policy
- Legal issues related to HR in the Organization,
- Wage & Salary Administration
- Sexual Harassment of Women at Workplace
- Workers Participation in Management
- Employee Engagement
- Organizational Development,
- Employee Record Management,
- Individual Behavior, Group Behavior, Personality,
- Values and Attitude,
- Group Dynamics, Conflict Management
- Top Challenges For HR Professionals Coming Out Of Covid-19
  - Mental Health and Well being
  - Managing Remote Working
  - Team Building
  - Maintaining Attendance
  - Evolving Job Skills
  - Digitization of the Processes
  - Decreased Budgets

**Project Report (Compulsory)**

**4 Credits**

- Report must be Case study based.
- Students must research with HR department of any company, to get the findings on their selected topic from above mentioned topics or any topic from HR domain.
- No. of minimum compulsory hours research with company should be 30 hours.
- A certificate from company certifying the same should attached with the Report.

A project report in word format in a Hard bound to be submitted to college.

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



Board Of Studies	Name	Signature
Chairperson (HoD)	Dr. Rama Venkatachalam	<i>Rama Venkatachalam</i>

## EVALUATION

- **Project Report Evaluation (Compulsory)**
- For evaluation, there will be a viva voce. Such viva-voce shall be conducted by a referee appointed by the University along with an internal referee.
- **Project Report- 30 marks & Viva-Voce - 20 marks = Total Marks 50**
- **Case Studies Evaluation (Compulsory)**
- The evaluation will be done based on an examination paper comprising of Case studies to solve for a maximum of **50 marks**.

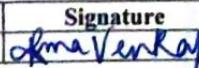
### Recommended Text Books:

- S.K. Bhatia, Case Studies in Business Management, Deep and Deep Publications, New Delhi, 2010
- C.B.Gupta. Human Resource Management, Sultan Chand and sons 2017
- L. M. Prasad ,Human Resource Management , Sultan Chand & Company Ltd. New Delhi

K. Ashwathappa , Human Resource Management , Tata McGraw Hill New Delhi, 2012

### Recommended Reference Books:

- C. B. Mamoria , Personnel Management C. B. Mamoria Himalaya Publishing House Mumbai
- A.M. Sharma , Personnel & Human Resource Management Himalaya Publishing House Mumbai
- S. S. Khanka ,Human Resource Management , Sultan Chand & Company Ltd. New Delhi
- Gary Dessler, Biju Varkkey, Human Resource Management by, 15<sup>th</sup> edition, Pearson, 2018
- Rao, Human Resource Management-Text & Cases, V.S.P, Publisher: Excel Books, New Delhi, 2014
- Ramaswamy, Managing Human Resources, E., Publisher: Oxford University Press, New Delhi, 2012
- Michael Armstrong, A hand book on Human Resource Management – E-book

Board Of Studies	Name	Signature
Chairperson (HoD)	Dr. Rama Venkatachalam	



**Recommended Text Books:**

Sr. No.	Title of the Book	Author/s	Publication	Place
1.	S.K. Bhatia, Case Studies in Business Management, Deep and Deep Publications, New Delhi, 2010			
2.	C.B.Gupta, Human Resource Management, Sultan Chand and sons 2017			
3.	L. M. Prasad, Human Resource Management, Sultan Chand & Company Ltd. New Delhi			
<b>3 K. Ashwathappa , Human Resource Management , Tata McGraw Hill New Delhi, 2012</b>				

**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.	A.M. Sharma , Personnel & Human Resource Management Himalaya Publishing House Mumbai			
3.	S. S. Khanka ,Human Resource Management , Sultan Chand & Company Ltd. New Delhi			
4.	Gary Dessler, Biju Varkkey, Human Resource Management by, 15 <sup>th</sup> edition, Pearson, 2018			
5.	Rao, Human Resource Management-Text & Cases, V.S.P, Publisher: Excel Books, New Delhi, 2014			
6.	Ramaswamy, Managing Human Resources, E., Publisher: Oxford University Press, New Delhi, 2012			
7.	Michael Armstrong, A hand book on Human Resource Management – E-book			

**E- Resources**

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

**Websites:**

- [www.w3cschool.com](http://www.w3cschool.com)
- <https://www.forbes.com/sites/forbeshumanresourcescouncil/2021/05/17/top-challenges-for-hr-professionals-coming-out-of-covid-19/?sh=4a111bb323be>
- <https://i-sight.com/resources/16-hr-trends-you-need-to-know-in-2020-according-to-experts/>

Board Of Studies	Name	Signature
Chairperson (HoD)	Dr. Rama Venkatachalam	<i>Rama Venkatachalam</i>
Faculty	Mrs. Kajal Jaisinghani	<i>Kajal Jaisinghani</i>
Faculty	Ms. Abhradita Chatterjee Nahvi	<i>Abhradita Chatterjee Nahvi</i>
Subject Expert (Outside SPPU)	Mr. Abhijeet Chavan	<i>Abhijeet Chavan</i>
Subject Expert (Outside SPPU)	Dr. Sabiha Fazalbhoy	<i>Sabiha Fazalbhoy</i>
VC Nominee	Dr. Varsha Deshpande	<i>Varsha Deshpande</i>
Industry Expert	Mr. Sitesh Thadhani	<i>Sitesh Thadhani</i>
Alumni	Ms. Devi Krishna	

Board Of Studies	Name	Signature
Chairperson (HoD)	Dr. Rama Venkatachalam	<i>Rama Venkatachalam</i>

