



GUJARAT TECHNOLOGICAL UNIVERSITY

Bachelor of Engineering

Subject Code: 3171513

Semester – VII

Subject Name: Human Resource Management

Type of course:

Prerequisite: Nil

Rationale:

Human Resource Management (HR Management) is the strategic approach to the effective management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives. Human resource management is primarily concerned with the management of people within organizations, focusing on policies and systems. The subject HR management is designed to make students aware about employee benefits, employee recruitment, training and development, performance appraisal, and reward management, team work and control process of management.

Teaching and Examination Scheme:

Teaching Scheme			Credits C	Examination Marks				Total Marks
L	T	P		Theory Marks		Practical Marks		
			ESE (E)	PA (M)	ESE (V)	PA (I)		
3	0	2	4	70	30	30	20	150

Content:

Sr. No.	Content	Total Hrs
1	Perspectives in Human Resource Management: Evolution of human resource management, importance of the human factor, Challenges, Inclusive growth and affirmative action, Role of human resource manager, Human resource policies, Computer applications in human resource management, Human resource accounting and audit.	08
2	Employment Management: Importance of Human Resource Planning, Forecasting human resource requirement, Analysis and design job descriptions, matching supply and demand, Internal and External sources, Recruitment, Jobs evaluation.	08
3	Training and Development (T&D): Types of training methods, purpose, benefits, resistance. Development programs, Common practices, Benefits, Self-development, Knowledge management.	06
4	Sustaining Employee Interest: Compensation Plan, Reward, Motivation, Application Of Theories Of Motivation, Career Management, Development Of Mentor.	04



GUJARAT TECHNOLOGICAL UNIVERSITY

Bachelor of Engineering

Subject Code: 3171513

5	Organizational behavior: Introduction to OB, Individual behavior (Values, Personality, Perception, Learning, And Attitudes in organizations), Team work processes,, Conflict management, Leadership, Organizational processes, Organizational structure, Organizational culture and Organizational change.	06
6	Performance Evaluation: Method of Performance Evaluation, Feedback, Industry Practices. Promotion, Demotion, Transfer.	04
	Control Process: The Control Process, Importance, Methods, Requirement Of Effective Control Systems Grievances, Causes, Implications, Redressal Methods.	04
	Team work and conflict management Team work concepts, Groups and Teams, Team types, Team work effectiveness, Team life cycle, Group thinking, Conflict and its effects, Conflict solving strategies, Task conflict and Socio emotional conflict,	05
	Total	45

Suggested Specification table with Marks (Theory):

Distribution of Theory Marks					
R Level	U Level	A Level	N Level	E Level	C Level
20	25	25	10	10	10

Legends: R: Remembrance; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create and above Levels (Revised Bloom's Taxonomy)

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Reference Books:

1. Human Resource Management: Text & Cases by K. Aswathappa, tata McGraw Hill
2. Human Resource Management by Gary Dessler, Pearson Publication
3. Human Resource Management by University of Minnesota Libraries Publishing house, edition 2016.

Course Outcomes:

Sr. No.	CO statement	Marks % weightage
CO-1	Demonstrate Human resource and employee management	25
CO-2	Describe training, development and sustaining employee interest.	25
CO-3	Analyze organizational behaviour and performance evaluation.	25



GUJARAT TECHNOLOGICAL UNIVERSITY

Bachelor of Engineering

Subject Code: 3171513

CO-4	Demonstrate control process of management and team work and conflict management.	25
------	--	----

List of Experiments:

Experiments are as per above topics, include case study and demonstration.