

**DEPARTMENT OF PSYCHOLOGY**

**M.A. Psychology**

*Structure-I (2- Year PG Program)*

**DISCIPLINE SPECIFIC ELECTIVE COURSE**

**SEMESTER II**

**DSE 204: HUMAN RESOURCE MANAGEMENT**

**CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITE OF THE COURSE**

Course Title & Code	Total Credits	Credit distribution of the course			Eligibility Criteria/ Prerequisite
		Lecture	Tutorial	Practical	Graduation in any stream
DSE 204 Human Resource Management	4	3	0	1	

**Marks:100**

**Hours: 60**

**Credit: 4 (Lectures + Internal Assessment + Practical)**

**Course Objectives:**

1. To understand the human resource issues in organizations and build a foundation for assisting organizations in resolving human resource problems.
2. To develop a broader understanding of the core HR functions ranging from human resource acquisition to separation and gain insight into current HR issues and elements of the human resource systems.

**Learning Outcomes:**

After successful completion of this course, students will be able to:

1. Understand the foundations and applications of HRM, changing roles, changing environment and applications in cultural transition.
2. Understand HRM concepts and its functions such as Job Analysis, Recruitment, Selection, Performance Management, Career Management, issue of diversity and empowerment in managing employees. Also, examining the role of HR Analytics in HRM functions.
3. Compare and examine HRM practices across different organization context and in international HRM.
4. Understand and examining the nuances of institutional regulations and legal frameworks such as labour laws, POSH (Prevention of Sexual Harassment), and CSR (Corporate Social Responsibility).

**Course Contents:**

**Unit 1: Introduction to Human Resource Management:** Strategic and traditional HRM; changing role and changing environment of HRM; balancing employee needs and organizational demands; Strategy and human resource planning: Role of Vision; Mission and organizational values; internal and external analysis; issues of HR in cultural transition. **(10 Hours)**

**Unit 2: Meeting HR requirements:** Job Analysis; Recruitment and Selection; Diversity and empowering employees; Performance Management; Career management; HR Analytics: Assessment and Development Centre; Competency based approaches. **(10 Hours)**

**Unit 3: International HRM, Types of cross-national organizations:** Domestic; International; Multinational; Global; Transnational; expatriate management; teamwork; and intercultural communication. **(10 Hours)**

**Unit 4: Industrial Relations and Legal Issues in HRM:** Prevention of Sexual Harassment (PoSH); Corporate Social Responsibility initiatives (CSR); Factory Law and Labor Law **(10 Hours)**

**Practicum:** At least 2 (Two) practicals based upon the above units. **(20 Hours)**

**Essential Readings:**

1. Daft, R. L. (2014). Management (10<sup>th</sup> Ed.). South Western.
2. DeCenzo, D. A., & Robbins, S. P. (2006). Fundamentals of human resource management (8th Ed.). NY: Wiley.
3. Dessler, G., & Varkkey, B. (2011). Human resource management (12th Ed.). New Delhi, India: Pearson Education.
4. Harzing, Anne-Wil, & Pennington, A. (2011). International human resource management. New Delhi, India: Sage publications.
5. Robbins, S. P. (2022). Management (15<sup>th</sup> edition). Pearson Education.
6. Sanghi, S. (2016). The Handbook of Competency Mapping (3<sup>rd</sup> ed.). Sage Publications India Private Limited.

**Recommended Readings:**

1. Banfield, P., & Kay, R. (2011). *Introduction to human resource management* (2<sup>nd</sup> Ed.). New Delhi, India: Oxford University Press.
2. Bhatnagar, J., & Budhwar, J. (2009). *The changing face of people management in India*. London: Routledge.
3. Cascio, W. F., & Aguinis, H. (2008), *Applied Psychology in Human Resource Management*, 6th Edition, Printice-Hall, USA
4. DeNisi, A. S., & Griffin, R. W. (2011). *Managing human resources* (4th Ed.). Boston: Cengage Press.
5. Jones, G. R., & Mathews, M. (2017). *Organizational Theory, Design and Change* (7<sup>th</sup> ed.). Pearson.
6. Khandelwal, K. A. (2009). *In search of Indianness: Cultures of multinationals*. New Delhi, India: Kanishka Publishers.
7. Mathis, R., Jackson, J. H., & Tripathy, M. R. (2012). *Human resource management: A South Asian perspective*. Delhi, India: Cengage Learning India Pvt. Ltd.

8. Pande, S., & Basak, S. (2012). *Human resource management*. New Delhi, India: Pearson Education.