

DISCIPLINE SPECIFIC ELECTIVE
DSE HP 4E1 : Human Capital Management

CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITES OF THE COURSE

Course title & Code	Credits	Credit distribution of the course			Eligibility criteria	Pre-requisite of the Course (if any)
		Lecture	Tutorial	Practical/ Practice		
Human Capital Management	4	2	0	2	XII Pass	Appeared in Introduction to Resource Management

Learning Objectives

- To understand the importance of human capital and their effective management in an organisation.
- To comprehend functions of human capital management.
- To sensitize towards the emerging trends and applications of human capital management.

Learning outcomes

After completing the course, students will be able to :

- Develop an understanding about the discipline of human capital management.
- Acquire knowledge about the functions and key areas of human capital management as a people's dimension.
- Gain insight into emerging trends and modern practices in the field of human capital management for growth and optimizing performance.

SYLLABUS OF DSE HP 4E1

THEORY
(Credits 2; Hours 30)

UNIT I: Human Resource Management

4 Hours

The focus of this unit would be on developing the fundamental concepts of human resource management and its applicability in changing business environment.

- Concept, functions, roles, skills and competencies
- Changing environment of HRM- Globalization, corporate downsizing, cultural environment, work force diversity, changing skill requirement, technological changes.
- HRM support for improvement programs -re engineering processes, contingent workforce,
- decentralized work sites.

UNIT II: Human capital: concept and data

10 Hours

This unit attempts to acquaint the students in understanding the functions of human capital management.

- Human capital concept, HRM vs HCM
- Human resource & capital management Concept, functions, roles, competencies
- Process of HCM, HCM drivers, Human capital measurement journey, measuring HR.
- Human capital data, types of data, a guide to data management.
- Measuring human capital, classification of measures.
- Approaches to measurement

UNIT III: Human Capital Management

10 Hours

This unit will help students to gain insights about the components of HR system used in an organization for auditing purposes to check its effectiveness.

- Measuring human capital, measurement issues, classification of measures, developing measures- measurement models (human resource accounting, balance scorecard, HR scorecard, workforce scorecard)
- Human capital monitor
- Organizational performance model
- Human capital index
- Engagement model
- People and performance model

UNIT IV: Applications of HCM

6 Hours

This unit will help students to understand the applications of HCM

- Human capital value
- HCM and strategic HRM
- HCM and talent management
- Performance and reward management

PRACTICAL
(Credits 2; Hours 60)

1. Human Capital Management
 - Analysis of human capital management environment and HR audit in an organization through case-studies.
 - Understanding human capital management practices
2. Human Capital Management: Functions and Key Areas
 - Human capital metrics viz-a-viz key performance indicators
 - Performance appraisal and management (methods)
 - Simulation on human capital data management and talent management.
3. Applications of HCM
 - Introduction to HCM tools and HCMS application
 - Preparation of HCM tool as per modern workforce trends for optimizing productivity.

Essential Readings:

- Aswathappa K. (2021). *Human Resource Management Text and Cases* (9th Ed.) McGraw Hill Education India.
- Decenzo, D. A., & Robbins, S. P. (2011). *Fundamentals of Human Resource Management*. Wiley.
- Dessler G. (2020). *Human Resource Management*. Prentice Hall of India Pvt. Ltd.
- Mark Salsbury (2021) *Human Capital Management: Leveraging Your Workforce for a Competitive Advantage*.
- Rao, V.S.P. (2010). *Human Resource Management*.(3rd ed.) Excel Books.
- Wilson Wong, Valerie Anderson, Heather Bond. (2019) *Human Capital Management Standards, A Complete Guide*. Kogan publisher.

Suggested Readings:

- Ivancevich, J.M.(2010). *Human Resource Management*. (10th ed.). Tata McGraw Hill Education Pvt. Ltd.
- Noe, R.A., Hollenbeck, Gerhart and Wright (2012). *Fundamentals of Human Resource Management* .(3rd ed.), McGrawHill Education Ltd.
- Subbaroo, R. (2007). *Personnel and HRM – Text and Cases*. Himalaya Publishing House.
- Vance, C.M. and Paik, Y. (2009). *Managing a Global Workforce: Challenges and Opportunities in International Human Resource Management*. PHI Learning.

Note: Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time