

UNIVERSITY OF MADRAS
B.Sc. DEGREE COURSE IN PSYCHOLOGY
SYLLABUS WITH EFFECT FROM 2020-2021

BPY-DSE03

ELECTIVE-III: HUMAN RESOURCE MANAGEMENT

Instr.Hrs.: 6
Credits : 5

Year : III
Semester: VI

After completion of the human resource management course, students will be able to:

1. Outline the basic concepts of human resource management
2. Relate the need for job analysis in relation to Human Resource Planning and Recruiting
3. List strategies for analysing training needs and developing employees
4. Explain the techniques of performance appraisal
5. Spell out how stress management, conflict management and employee empowerment help in employee motivation

UNIT I: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT (HRM)

The concept of human resource management and its importance, The trends shaping human resource management – Globalization and Competition trends, Indebtedness and deregulation, Technological trends, Trends in the nature of work, Workforce and demographic trends, Economic challenges and trends. Important trends in human resource management – The new human resource managers, HRM in India, Strategic human resource management, High-performance work systems, Evidence-based human resource management, Managing ethics, HR qualifications

UNIT II: JOB ANALYSIS AND HUMAN RESOURCE PLANNING AND RECRUITING The basics of job analysis, Job analysis in a worker empowered world, The recruitment and selection process, Planning and forecasting, The need for effective recruiting, Internal sources of candidates, Outside sources of candidates, Recruiting a more diverse workforce

UNIT III: TRAINING AND DEVELOPING EMPLOYEES

Introduction to orienting and training employees, Analysing training needs and designing the program, Implementing training programs, Implementing Management Development programs, Managing organizational change programs, Evaluating the training effort

UNIVERSITY OF MADRAS
B.Sc. DEGREE COURSE IN PSYCHOLOGY
SYLLABUS WITH EFFECT FROM 2020-2021

UNIT IV: PERFORMANCE MANAGEMENT AND APPRAISAL

Basic concepts in performance management and appraisal, Techniques for appraising performance, dealing with performance appraisal problems, appraisal interview, performance management.

UNIT V: EMPLOYEE MOTIVATION

Stress management in organization, Conflict management in organisation, Providing incentives, empowerment of employees, attention to women related issues.

REFERENCES

1. Dessler, G., & Varkkey, B. (2011). *Human Resource Management*. Dorling Kindersley (India) Pvt. Ltd: New Delhi.
2. Aswathappa, K. (2012). *Human Resource Management – Text and Cases*. Tata McGraw Hill: New Delhi
3. Cascio, W. F., & Nambudiri, R. (2010). *Managing Human Resources – Productivity, Quality of Work Life, Profits*. Tata McGraw Hill: New Delhi

WEB RESOURCES

1. <https://www.coursera.org/learn/ai-for-everyone>
2. <https://www.coursera.org/learn/the-science-of-well-being>
3. <https://www.classcentral.com/course/introduction-to-engagement-and-motivation-at-work-13193>
4. <https://www.classcentral.com/course/managing-people-motivation-12718>
5. <https://www.udemy.com/courses/personal-development/>