**Recent Trends & HR Accounting + Project**
**[DSE]**

| Semester: VI | Credits: 2+4 | Subject Code: BB62206C | Lectures: 48 |
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| Course Outcomes: |
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| At the end of this course, the learner will be able to, <br> • Design critical thinking by making judgments related to problems in Engaging with Human Resource. <br> • Develop critical thinking for solving Case Studies of Human Resource. <br> • Construct the theoretical framework into HR practice through Internship. <br> • Application of the HRIS and HRA into practice. |

| UNIT I - Employee Engagement | 12 |
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| • **Employee Engagement** <br>     o Concept of employee Engagement, <br>     o Factors Influencing Employee Engagement, <br>     o Strategies for Enhancing Employee Engagement, <br>     o Company values and building employee loyalty, <br>     o Challenges in engaging employees, <br>     o Employee engagement and company branding strategies | |
| **UNIT II – Human Resource Information System and Personnel Research** | 12 |
| • **Human Resource Information System** <br>     o Introduction, Meaning and definition of Human Resource Information System <br>     o Components of Human Resource Information System <br>     o Advantages and Limitations of Human Resource Information System <br>     o Process of designing of Human Resource Information System <br> • **Personnel Research** <br>     o Introduction, Meaning and definition of Personnel Research, <br>     o Approaches to Personnel Research, <br>     o Process of Personnel Research | |
| **UNIT III – Human Resource Accounting and Human Resource Audit** | 12 |
| • **Human Resource Accounting** <br>     o Introduction, Meaning and definition of HR Accounting, <br>     o Need and Objectives of HR Accounting, <br>     o Advantages and Limitations of HR Accounting, <br>     o Human Resource Valuation: Monetary and Non-Monetary methods of Human Resource Valuation <br> • **Human Resource Audit** | |

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| o Introduction, Meaning, definition and objectives of Human Resource Audit<br>o Areas and levels of Human Resource Audit | |

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

| EVALUATION | 24 |
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| **Project Report Evaluation (Compulsory)**<br>o A project report in word format in a Hard bound to be submitted to college.<br>o 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.<br>**Project Report- 30 marks & Viva-Voce - 20 marks = Total Marks 50**<br>**(Compulsory)**<br>The evaluation will be done based on an examination paper comprising of descriptive questions of **50 marks**. | |

| Add on 2 Credits (Compulsory) |
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| Students are expected to successfully **complete one of the following** to get 2 Credits:<br>   1. Internship - 60 Hours<br>   (Students must undergo for internship and must do fieldwork, survey, analysis of data, prepare a<br>   hard binding project report. The project report must be submitted to the college along with a soft<br>   copy of the same.)<br>   2. Research Paper – Based on any of the above topics followed by a PPT and evaluation will be based on the paper and PPT.<br>   3. Self Paced-30 hours has been developed by inhouse faculty which is attached in Annexure I. |

| Recommended Text Books: |
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| • C.B.Gupta. *Human Resource Management*, Sultan Chand and sons 2017<br>• Dr. Rajeesh Viswanathan, Veena, Booma, Satinder, *HRM in Gobal Perspective*, Himalaya Publication, 2017<br>• Vipul Saxena, *Employee Engagement: A Recipe to Boost Organisational Performance*, Notion Press<br>• L. M. Prasad, *Human Resource Management*, Sultan Chand & Company Ltd. New Delhi, 2016<br>• K. Ashwathappa, *International Human Resource Management*, Tata McGraw Hill New Delhi, 2012 |

| Recommended Reference Books: |
|---|
| • C. B. Mamoria, *Personnel Management*, Himalaya Publishing House Mumbai<br>• S.K. Bhatia, *Case Studies in Business Management,* Deep and Deep Publications, New Delhi, 2010 |

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- 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, 15th 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* - ebook

**E- Resources**

1. https://nlist.inflibnet.ac.in/
2. https://search.ebscohost.com/

**Websites:**

- 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 | | |
| Faculty | Ms. Abhradita Chatterjee Nahvi | | |
| Faculty | Mrs Kajal Jaisinghani | | |
| Subject Expert (Outside SPPU) | Mr. Abhijeet Chavan | | |
| Subject Expert (Outside SPPU) | Dr. Sabhia Fazalbhoy | | |
| VC Nominee | Dr. Varsha Deshpande | | |
| Industry Expert | Mr. SiteshThadhani | | |
| Alumni | Ms. Devi Krishna | | |

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