HUMAN RESOURCE MANAGEMENT
CASES IN HUMAN RESOURCE MANAGEMENT + PROJECT&VIVA
[DSE]

Semester: V	Credits: 2+4	Subject Code: BB52206C	Lectures: 48

Course Outcomes:
At the end of this course the learner will be able to: • Design critical thinking by making judgments related to problems in Case Studies of Human Resource.   • Develop critical thinking for solving Case Studies of Human Resource.   • Construct the theoretical framework into HR practice.   • Appraise the broad fundamental components of HRM.

Unit 1: Introduction to Case Study + Areas of Case Study	24

• **CASE STUDY:**
     o Nature of the Case Study Method
     o Objectives of Case Study Method
     o Benefits of Case Study Method
     o Stages in Case Analysis
     o Guidelines (Dos and Don'ts in Case Study Analysis)
     o Attempting case study in examination question paper
 • **Areas of Case Study:**
   • Functions of HRM
     o Challenges before HRM
     o Role of HR Manager
     o Job Analysis- Job Description, Job Specification, Job Evaluation,
     o Manpower Planning and Forecasting
     o Recruitment and Selection
     o Training and Executive Development,
     o Employee Compensation, Performance Appraisal
     o Induction and Socialization
     o Career Planning
     o Employee Morale
     o Job Satisfaction
     o Workforce Diversity
     o Gender Diversity and Inclusion
     o International HRM,
     o E-HRM
     o Human Resource Information System
     o Work from Home
     o Change Management
     o Out-Sourcing
     o Rights of an employee at the workplace., HR Policy
     o Legal issues related to HR in the Organization,	

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- o Wage & Salary Administration
- o Sexual Harassment of Women at Workplace
- o Workers Participation in Management
- o Employee Engagement
- o Organizational Development,
- o Employee Record Management,
- o Individual Behavior, Group Behavior, Personality,
- o Values and Attitude,
- o Group Dynamics, Conflict Management
- Top Challenges For HR Professionals Coming Out Of Covid-19
  - o Mental Health and Well being
  - o Managing Remote Working
  - o Team Building
  - o Maintaining Attendance
  - o Evolving Job Skills
  - o Digitization of the Processes
  - o Decreased Budgets

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

EVALUATION	24
Project Report Evaluation (Compulsory) A project report in word format in a Hard bound to be submitted to college. 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. **Project Report- 30 marks & Viva-Voce - 20 marks = Total Marks 50** **Case Studies Evaluation (Compulsory)** The evaluation will be done based on an examination paper comprising of Case studies to solve for a maximum of **50 marks**.	

Add on 2 Credits (Compulsory)
Students are expected to successfully **complete one of the following** to get 2 Credits: 1. Internship -60 Hours   (Students must undergo for internship and must do fieldwork, survey, analysis of data, prepare a   hard binding project report. The project report must be submitted to the college along with a soft   copy of the same.)   2. Research Paper-Based on any of the above topics followed by aPPT and evaluation will be based on Paper and PPT

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3. Self Paced Course – 30 hours course developed by in-house Faculty Attached as Annexure 1.

Recommended Text Books:

- S.K. Bhatia, *Case Studies in Business Management*, Deep and Deep Publications, New Delhi, 2010
- C.B.Gupta. *Human Resource Management*, Sultan Chand and sons 2017
- L. M. Prasad ,*Human Resource Management* , Sultan Chand & Company Ltd. New Delhi
    - K. Ashwathappa , Human Resource Management , Tata McGraw Hill New Delhi, 2012

Recommended Reference Books:

- C. B. Mamoria , *Personnel Management* C. B. Mamoria Himalaya Publishing House Mumbai
- 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* – E-book

E- Resources

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

Websites:

- www.w3cschool.com
- 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/

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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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