

**LESSON PLAN  
MBA**

**Subject** : HUMAN RESOURCE MANAGEMENT (MNG 206)  
**Name of the Faculty:** Mr. Krushna Prasad Panda  
**Academic Session :** 2016-17  
**Semester** : 2<sup>nd</sup> Semester (January to June, 2017)  
**Stream** : MBA 2016-18

Sl.No.	Lecture No.	Topic	Important Teaching Points
1	1	Concept, Definitions and Objectives of Human Resource Management(HRM)	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Meaning</li> <li>• Nature</li> <li>• Scope</li> <li>• Objectives</li> </ul>
2	2	Functions of HRM, Process of HRM	<ul style="list-style-type: none"> <li>• Managerial functions</li> <li>• Operative functions</li> <li>• Steps of HR process</li> </ul>
3	3	Evolution of HRM	<ul style="list-style-type: none"> <li>• Ancient reference to HRM</li> <li>• 9 Stages in the evolution of HRM</li> </ul>
4	4	Strategic HRM and its role in the organization	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Components</li> <li>• Process</li> <li>• Role in organization</li> </ul>
5	5	Human Resource Planning(HRP): Meaning and Process	<ul style="list-style-type: none"> <li>• Meaning and concept</li> <li>• Dimensions</li> <li>• Process</li> <li>• Importance</li> </ul>
6	6	Job analysis: Job description and Job specification	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Components</li> <li>• Application</li> </ul>
7	7	Recruitment: Meaning, Sources, Process and Yield	<ul style="list-style-type: none"> <li>• Meaning and concept</li> <li>• External sources</li> <li>• Internal sources</li> <li>• Process</li> <li>• Recruitment yield pyramid</li> </ul>
8	8	Selection: Meaning , Process, Tests and Interviews	<ul style="list-style-type: none"> <li>• Meaning and concept</li> <li>• Recruitment vs. selection</li> </ul>



			<ul style="list-style-type: none"> <li>• Process</li> <li>• Types of tests</li> <li>• Types of interview</li> </ul>
9	9	Induction and Socialization	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Process</li> <li>• Need</li> </ul>
10	10	<b>Case Study Discussion</b>	<ul style="list-style-type: none"> <li>• Regarding job analysis of various jobs</li> </ul>
11	11	Performance Appraisal: Meaning, Objective, Process and Methods	<ul style="list-style-type: none"> <li>• Concept and meaning</li> <li>• Objectives</li> <li>• Process</li> <li>• Methods-Traditional &amp; Modern</li> </ul>
12	12	Potential Appraisal	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Performance vs. Potential appraisal</li> </ul>
13	13	Biases in performance appraisal	<ul style="list-style-type: none"> <li>• Biases in performance appraisal</li> </ul>
14	14	Methods of job evaluation	<ul style="list-style-type: none"> <li>• Quantitative methods</li> <li>• Non-quantitative methods</li> </ul>
15	15	Meaning of Compensation	<ul style="list-style-type: none"> <li>• Meaning and concept</li> </ul>
16	16	Types of compensation	<ul style="list-style-type: none"> <li>• Financial compensation</li> <li>• Nonfinancial compensation</li> </ul>
17	17	Types of wages and theories	<ul style="list-style-type: none"> <li>• Minimum wage</li> <li>• Fair wage</li> <li>• Living wage</li> <li>• Subsistence theory</li> <li>• Wage fund theory</li> <li>• Residual claimant theory</li> <li>• Marginal productivity theory</li> <li>• Bargaining theory</li> <li>• Employment theory</li> <li>• Competition theory</li> </ul>
18	18	Wage differentials	<ul style="list-style-type: none"> <li>• Types of different wage differentials</li> </ul>
19	19	Pay structure	<ul style="list-style-type: none"> <li>• Components of pay structure</li> </ul>
20	20	Wage Law in India	<ul style="list-style-type: none"> <li>• Minimum wages act,</li> <li>• Payment of wages act</li> <li>• Payment of bonus act</li> </ul>
21	21	Wage Law in India	<ul style="list-style-type: none"> <li>• Employees' compensation act</li> <li>• Payment of gratuity act</li> </ul>

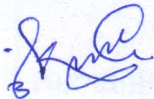


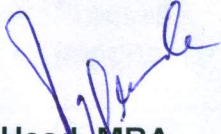
			<ul style="list-style-type: none"> <li>• EPF act</li> </ul>
22	22	Executive Compensation	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Components</li> <li>• New trends</li> </ul>
23	23	<b>Case Study Discussion</b>	<ul style="list-style-type: none"> <li>• Regarding performance appraisal of a software company</li> </ul>
24	24	Concepts of Career, Career planning process, Career Stages	<ul style="list-style-type: none"> <li>• Career-meaning</li> <li>• Career anchors</li> <li>• Process of career planning</li> <li>• Career stages</li> </ul>
25	25	Training & Development: Concept, Training need analysis	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Training vs. development</li> <li>• Training need analysis</li> </ul>
26	26	Methods of training (on-the-job and off-the-job training)	<ul style="list-style-type: none"> <li>• On-the-job methods</li> <li>• Off-the-job methods</li> </ul>
27	27	Evaluation of Training effectiveness	<ul style="list-style-type: none"> <li>• Meaning</li> <li>• Models of evaluation</li> <li>• Need of evaluation</li> </ul>
28	28	Concepts of Promotion, Transfer and Separation	<ul style="list-style-type: none"> <li>• Concepts and types of Promotion, Transfer and Separation</li> </ul>
29	29	<b>Case Study Discussion</b>	<ul style="list-style-type: none"> <li>• Regarding training and development practices in manufacturing company</li> </ul>
30	30	Industrial Relations (IR): Concept and Approaches to IR, John T. Dunlop's System Theory of IR	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Approaches -Unitary, Pluralist, Radical</li> <li>• John T. Dunlop's System Theory of IR</li> </ul>
31	31	Positive and Negative IR, Role of State in IR	<ul style="list-style-type: none"> <li>• Positive and Negative IR, Role of State in IR</li> </ul>
32	32	Trade Unions: Concept and Registration; Structure and Functions of Trade Union	<ul style="list-style-type: none"> <li>• Concept</li> <li>• Registration</li> <li>• Structure</li> <li>• Functions</li> </ul>
33	33	International HRM: Definitions and Approaches	<ul style="list-style-type: none"> <li>• Definitions</li> <li>• Approaches</li> </ul>
34	34	Concepts of Expatriate, Parent country National (PCN), Host Country National (HCN) and Third Country National (TCN).	<ul style="list-style-type: none"> <li>• Concepts of Expatriate</li> <li>• Parent country National</li> <li>• Host Country National</li> <li>• Third Country National</li> </ul>

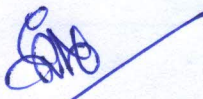


35	35	Challenges of HRM in dynamic business environment	<ul style="list-style-type: none"> <li>Challenges of HRM in dynamic business environment</li> </ul>
36	36	Ethical issues in HRM, HR Outsourcing	<ul style="list-style-type: none"> <li>Ethical issues in HRM</li> <li>HR Outsourcing</li> </ul>
37	37	Employee Engagement, Organization Citizenship Behaviour(OCB)	<ul style="list-style-type: none"> <li>Employee Engagement-</li> <li>Organization Citizenship Behaviour(OCB)-</li> </ul>
38	38	Talent Management	<ul style="list-style-type: none"> <li>Meaning</li> <li>Process and model</li> <li>Importance</li> </ul>
39	39	Competency Mapping	<ul style="list-style-type: none"> <li>Concept</li> <li>Types</li> </ul>
40	40	<b>Case Study Discussion</b>	<ul style="list-style-type: none"> <li>Regarding international HRM</li> </ul>

Books	Book Name & Author	Publisher
Text Book :	Human Resource Management – VSP Rao	Excel Books
	HRM Text & Cases- Aswathappa	TMH
Reference Book :	Personnel & Human Resource Management- P. Subba Rao	HPH
	Human Resource Management- Jyoyi and Venkates	Oxford
	HR- Denisi and Sarkar	Cengage
	Human Resource Management – Seema and Sanghi	Vikas
	Human Resource Management – S.S. Khanka	S. Chand
	Human Resource Management – Dessler and Verky	Pearson
	Human Resource Management – Pravin Durai	Pearson
	An introduction to Human Resource Management – Nick Wilton	Sage Publication

  
 Krishna Prasad Panda.  
 Faculty

  
 Head, MBA

  
 PRINCIPAL