

Name of College: S. R. Luthra Institute of Management						
Faculty	Management		Program	Master of Business Administration (M.B.A.)		
Year	I		Version	2.0		
Semester	1		Effective From	July 2026		
Course Code	MMBA22202	Course Name	Human Resource Management (HRM)			
Teaching Scheme				Examination Scheme		
Credits	Lecture (L)	Tutorial (T)	Practical (P)	CCE	SEE	Total
4	4	0	0	50	50	100

Course Outcomes:

CO	Students will be able to
CO1	<i>Explain</i> various function and elements of Human Resource Management for organizational success.
CO2	<i>Analyze</i> the practices and process of human resource planning, job analysis, recruitment, selection, learning and development, performance management, and reward system in an organization.
CO3	<i>Design</i> job analysis, recruitment advertisement, socialization process, learning and development process, and compensation structure for a given role.
CO4	<i>Apply</i> IR practices within the legal ambit for reducing industrial disputes and grievances.
CO5	<i>Examine</i> the social security benefits and recent trends in HR.

Mapping Course Outcomes to Program Outcomes:

	PO1	PO2	PO3	PO4	PO5	PO6
CO1	3	2	2	2	3	2
CO2	3	3	3	3	3	2
CO3	3	3	3	3	3	3
CO4	2	3	2	3	3	2
CO5	3	2	2	3	3	3



Sr. No	Module	Description	CO	Marks	Hours
1	I	Introduction to HRM:	1, 2, 3	11	15
		• Meaning, Characteristics & Importance			
		• Functions			
		• Environmental factors influencing HRM			
		• Changing Role of IIR Managers			
		• HR Metrics			
		• Concept of Strategic Human Resource Management			
		The Concept of Best Fit Employee			
		• Job Analysis - Meaning, Process			
		• Job Design – Components			
2	II	Training & Development	1, 2, 3	12	15
		• Socialization Process			
		• Training - Meaning, Process & Techniques			
		• Development – Meaning & Method			
		Performance Evaluation & Management			
		• Meaning, Process & Methods			
		Job Evaluation			
		• Meaning, Process & Techniques			
3	III	Compensation Structure	4	15	15
		• Meaning, Component & Structure			
		Industrial Relations			
		• Concept, Approaches to Industrial Relations			
		Industrial Dispute & Resolution			
		• Definition, Factors leading to dispute, Methods of Dispute resolution (Statutory & Non-Statutory)			
		Discipline & Grievance Handling			
4	IV	• Meaning & Process	1, 5	12	15
		Prevention of Sexual Harassment at Workplace (POSH) Act			
		• Meaning, Constitution, Responsibilities of employer			
		Social Security Benefits			
		• Overview of Social Security Benefits applicable in India i.e. Employee Provident Fund, Employee State Insurance, Maternity Benefit, Payment of Gratuity			
		Contemporary Issues			



Sr. No	Module	Description	CO	Marks	Hours
		- Diversity, Equity & Inclusion - Meaning, Importance & Ways to Manage - Quality of Work life - Meaning, Concept, Techniques to improve QWL - Employee Well-being and Mental Health - Meaning & Importance			

References:

Books:

1.	Armstrong, M., & Taylor, S. (2020). <i>Armstrong's handbook of human resource management practice</i> (15 th ed.). Kogan Page.
2.	Aswathappa, K. (2013). <i>Human resource management: Text and cases</i> . Tata McGraw-Hill Education.
3.	Dessler, G., & Varkkey, B. (2020). <i>Human resource management</i> (15 th ed.). Pearson.
4.	Durai, P. (2011). <i>Human resource management</i> . Pearson Education India.
5.	Sharon, P., & Swapnalekha, B. (2015). <i>Human resource management: Text & cases</i> . Vikas Publishing House.
6.	Sinha, P. R. N., Sinha, I. B., & Shekhar, S. P. (2017). <i>Industrial relations, trade unions and labour legislation</i> . Pearson Education India.

Newspapers / Magazines / Journals:

1.	Asian Journal of Management Case
2.	Harvard Business Review
3.	Indian Management
4.	Journal of Organizational Behavior
5.	Journal of Organizational BehaviourManagement
6.	People Matters

Web Resources:

1.	EightFold - https://eightfold.ai/
2.	Hirevue - https://www.hirevue.com/solutions/professional-hiring-software
3.	Keka HR Software - https://www.keka.com
4.	Paymetrics - https://www.paymetrics.io/
5.	SalaryCalculator - https://www.calculator.net/salary-calculator.html
6.	WorkDay - https://www.workday.com/en-in/homepage.html
7.	Zoho People - https://www.zoho.com/people/

