

SWARNANDHRA

COLLEGE OF ENGINEERING & TECHNOLOGY

(AUTONOMOUS)

Accredited by National Board of Accreditation, AICTE, New Delhi, Accredited by NAAC with "A" Grade – 3.32 CGPA, Recognized under 2(f) & 12(B) of UGC Act 1956, Approved by AICTE, New Delhi, Permanent Affiliation to JNTUK, Kakinada Seetharampuram, W.G.DT., Narsapur-534280, (Andhra Pradesh)

DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION

TEACHING PLAN

Course Code	Course Title	Semester	Branches	Contact Periods /Week	Academic Year	Date of commencement of Semester
24MB2T02	Human Resource Management	II	MBA	5	2025-26	03/01/2026
COURSE OUTCOMES						
1	To acquaint students with a broad perspective on themes and issues of Human Resource Management.					
2	To familiarize the student with Investment perspectives of HRM.					
3	To familiarize students with the concepts of career development, counseling and gain knowledge about current compensation trends.					
4	To gain knowledge about Wage determinants and welfare measures.					
5	To familiarize the students with industrial relations concepts, disputes and grievance mechanisms, and safety in the workplaces.					
UNIT	Out Comes / Bloom's Level	Topics No.	Topics/Activity	Text Book / Reference	Contact Hour	Delivery Method
UNIT – I HRM						
I	CO1: To acquaint students with a broad perspective on themes and issues of Human Resource Management.[K 2]	1.1	HRM: Concept	T1,R1	1	Chalk & Talk, PPT, Active Learning & Tutorial
		1.2	Nature, Scope	T1,R1	1	
		1.3	Functions	T1,R1	1	
		1.4	evolution of HRM	T1,R1	1	
		1.5	Principles	T1,R1	1	
		1.6	Ethical Aspects of HRM	T1,R1	1	
		1.7	HR policies	T1,R1	1	
		1.8	Strategies to increase firm performance	T1,R1	1	
		1.9	Role and position of HR department	T1,R1	1	
		1.10	Strategic HR in changing environment	T1,R1	1	
		1.11	Emerging trends in HRM	T1,R1	1	
Total					11	
UNIT – II INVESTMENT PERSPECTIVES OF HRM						
II	CO2: To familiarize the	2.1	HR Planning	T1,R2	2	Chalk &



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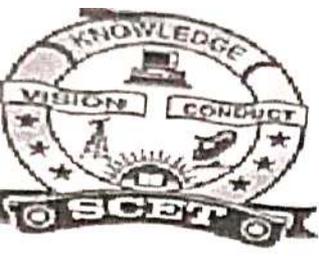
	student with Investment perspectives of HRM. [K5]	2.2	Demand and Supply forecasting	T1,R2	1	Talk, PPT Tutorial, Active Learning & Case Study
		2.3	Job Analysis	T1,R2	1	
		2.4	Job Design	T1,R2	1	
		2.5	Job Evaluation	T1,R2	1	
		2.6	Recruitment and Selection	T1,R2	1	
		2.7	Sources of recruitment	T1,R2	1	
		2.8	e recruitment	T1	1	
		2.9	Steps in Selection Procedures	T1	1	
		2.10	Tests and Interview Techniques	T1,R2	1	
		2.11	Induction	T1,R2	1	
		2.12	Training and Development – Need and Importance	T1,R2	1	
		2.13	Methods of Training	T1,R2	1	
		2.14	Concept of HRD	T1,R2	1	
		Total				
III	CO3: To familiarize students with the concepts of career development, counseling and gain knowledge about current compensation trends. [K1 & K2]	UNIT – III PERFORMANCE APPRAISAL				
		3.1	Importance	T2,T3,R3	1	Chalk & Talk, PPT, Tutorial
		3.2	Methods – Traditional and Modern methods	T2,T3,R3	1	
		3.3	Latest trends in performance appraisal	T2,T3,R3	1	
		3.4	Career Development and Counseling	T2,T3,R3	1	
		3.5	Compensation - Concepts and Principles	T1	1	
		3.6	Influencing Factors	T2	1	
		3.7	Current Trends in Compensation	T2,T3,R3	1	
		3.8	Methods of Payments in detail	T2	1	
		3.9	Incentives rewards compensation mechanisms	T2	2	
Total					10	
IV	CO4: To gain knowledge about Wage determinants and welfare measures. [K3]	UNIT –IV - WAGE AND SALARY ADMINISTRATION				
		4.1	Concept	T2,T3,R3	2	Chalk & Talk, PPT Tutorial, Active Learning &
		4.2	Wage Structure	T1	1	
		4.3	Wage and Salary Policies	T1	1	
		4.4	Legal Frame Work	T2,T3,R3	1	
		4.5	Determinants of Payment of Wages	T2,T3,R3	1	



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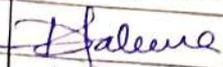
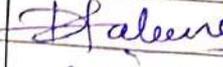
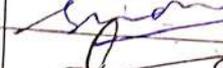
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		4.6	Wage Differentials	T2,T3,R3	1	Case Study	
		4.7	Incentive Payment Systems	T2,T3,R3	1		
		4.8	Welfare management: Nature and concepts	T1	1		
		4.9	statutory and non-statutory welfare measures.		1		
Total					10		
V	CO5 To familiarize the students with industrial relations concepts, disputes grievance mechanisms, and safety in the workplaces. [K1]	UNIT-V Managing Industrial Relations					Chalk & Talk, PPT, Tutorial
		5.1	Nature- Importance	T2,T3,R3	2		
		5.2	Trade Unions	T2,T3,R3	1		
		5.3	Employee Participation Schemes	T2,T3,R3	2		
		5.4	Collective Bargaining	T2,T3,R3	1		
		5.5	Grievances and disputes resolution mechanisms	T2,T3,R3	2		
		5.6	Managing employee safety and health.	T2,T3,R3	2		
Total					10		
Revision					5		
CUMULATIVE PROPOSED PERIODS					60		
Text Books:							
S.No.	AUTHORS, BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION						
T1	K Aswathappa: "Human Resource and Personnel Management", Tata McGraw Hill, New Delhi, 2013.						
T2	N. Sambasiva Rao and Dr. Nirmal Kumar: "Human Resource Management and Industrial Relations", Himalaya Publishing House, Mumbai.						
T3	Mathis, Jackson, Tripathy: "Human Resource Management: A south-Asian Perspective", Cengage Learning, New Delhi, 2013.						
Reference Books:							
S.No.	AUTHORS, BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION						
R1	Subba Rao P: "Personnel and Human Resource Management-Text and Cases", Himalaya Publications, Mumbai, 2013.						
R2	Madhurima Lall, Sakina Qasim Zasidi: "Human Resource Management", Excel Books, New Delhi, 2010.						
R3	Ghosh PK., Busines Environment, Sultan Chand & Sons, New Delhi						
Web Details							
1	https://ncert.nic.in/textbook/pdf/lebs103.pdf						
2	https://onlinecourses.swayam2.ac.in/imb22_mg02/preview						



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Details		Name	Signature with Date
i.	Faculty	D. Haleena	
ii.	Course Coordinator	D. Haleena	
iii.	Module Coordinator	Dr.O.V.A.M.Sridevi	
iv.	Programme Coordinator	Dr.G.Grace	


Principal