PVP23

HUMAN RESOURCES & PROJECT MANAGEMENT

SYLLABUS

Course Code	23HS1705	Year	IV	Semester	I
Course Category	Management Course– II	Branch	CSE, CSE (AIML), CSE (DS) and IT	Course Type	Theory
Credits	2	L-T-P	3-0- 0	Prerequisites	Basics of Management
Continuous Internal Evaluation	30	Semester End Evaluation	70	Total Marks	100

Course Outcomes		
Upon successful completion of the course, the student will be able to		BL
CO1	Explain the concepts and functions of Human Resource Management, including HR planning, recruitment, selection, training, and performance management.	L2
CO2	Apply project management principles and tools for planning, execution, monitoring, and control of projects.	L3
CO3	Apply software project management concepts, including the Software Development Life Cycle (SDLC), in managing software projects.	L3
CO4	Evaluate project feasibility using budgeting, risk management, project audit, and social cost-benefit analysis.	L4

COs	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PSO1	PSO2
CO1	2						2				2		
CO2	2						2			1	2		
CO3	2						2			1	2		
CO4	2						2			1	2		
AVG	2						2			1	2		

Syllabus		
Unit No.	Contents	Mapped CO
I	**HRM Concepts:** Concept, Nature, Scope, and Functions of HRM, Evolution of HRM-Role of HR Manager, Human Resource Planning Process, Job Design, Recruitment, Sources of recruitment and Selection Process.	CO1
II	Human Capital Management: HRD, Concept of Training and Development, Methods of Training, Performance Appraisal: Importance, Methods of Performance Appraisal, Career Development, HR accounting, Practices of E-HRM and Areas of HR Audit.	CO1

III	**Basics of Project Management:** Concept, resource management, Project environment, Types of Projects, Project Planning and DPR, Project life cycle, Project Proposals, Monitoring project progress, Project appraisal and Project selection, 80-20 rules, Communication Matrix.	CO2
IV	**Project Execution and Software Project Management:** Forms of Project Organization, Project Planning, Implementation, and Control, prerequisites for successful project implementation, Human Aspects of Project Management, Project Review and Evaluation, Software Project Management, SDLC.	CO2, CO3
V	**Financial and Social Appraisal of Projects**: Project Feasibility Analysis, Project Budget Estimation, Project Risk Management, Project Audit, Social Cost-Benefit Analysis: Concept, Procedure, and Approaches (UNIDO and Little-Mirrlees)	CO2, CO4

Learning Resources
Text Books
1. Robert L. Mathis, John H. Jackson, Manas Ranjan Tripathy, Human Resource Management, Cengage Learning 2016. 2. Sharon Pande and Swapnalekha Basak, Human Resource Management, Text and Cases, Vikas Publishing, 2e, 2016. 3. Stewart R. Clegg, Torgeir Skyttermoen, Anne Live Vaagaasar, Project Management, Sage Publications, 1e, 2021. 4. K. Nagarajan, Project Management, New Age International Publishers, 8e, 2017.
Reference Books
1. Subba Rao P, "Personnel and Human Resource Management-Text and Cases", Himalaya Publications, Mumbai, 2013. 2. K Aswathappa, "Human Resource and Personnel Management", Tata McGraw-Hill, New Delhi, 2013. 3. Prasanna Chandra, "Projects, Planning, Analysis, Selection, Financing, Implementation and Review", Tata McGraw-Hill Company Pvt. Ltd., New Delhi, 1998. 4. Vasanth Desai, "Project Management", 4th edition, Himalaya Publications, 2018. 5. Lalitha Balakrishnan, Gowri, "Project Management", Himalaya Publishing House, New Delhi, 2022.
e- Resources & other digital material
1. **https://nptel.ac.in/courses/110107430** 2. **https://nptel.ac.in/courses/110105069**