

Human Resources & Project Management

Course Code	23HS1705	Year	IV	Semester	I
Course Category	HM	Branch	CSE	Course Type	Theory
Credits	3	L-T-P	3-0-0	Prerequisites	
Continuous Internal Evaluation:	30	Semester End Evaluation:	70	Total Marks:	100

Course Outcomes		Level
Upon successful completion of the course, the student will be able to		
CO1	Understand the basic concepts, techniques and applications of Human Resource Management	L2
CO2	Describe job design, job Analysis, job evaluation and different levels of recruitment	L2
CO3	Illustrate different Training and development of human resources	L3
CO4	Summarize e-Human Resource Management and Human resource for small scale industries	L3

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

Syllabus		
UNIT	Content	Mapped CO
I	HRM: Nature, Scope, Concept of HRM, Functions of HRM, Role of HR manager, emerging trends in HRM, E-HRM, HR audit models, ethical aspects of HRM. HR Planning, Demand and Supply forecasting of HR, Job Design, Recruitment, Sources of recruitment, Selection -Selection Procedure.	CO1
II	HRD, HR accounting, Models, Concept of Training and Development, Methods of Training. Performance Appraisal: Importance Methods of performance appraisal, Career Development and Counseling, group interaction.	CO1,CO2
III	Basics of Project Management, Concept, resource management, Project environment, Types of Projects, project networks-DPR, Project life cycle, Project proposals, Monitoring project progress, Project appraisal and Project selection, 80-20 rules, production technology, communication matrix	CO1,CO3
IV	Identify various project types and their unique management challenges and apply appropriate management strategies for each. Project Implementation and Review: Forms of project organization, project planning, project control, human aspects of project management, prerequisites for successful project implementation, project review, performance evaluation, abandonment analysis	CO1,CO3

V	Project Implementation and Review: Forms of project organization, project planning, project control, human aspects of project management, prerequisites for successful project implementation, project review, performance evaluation, abandonment analysis	CO1,CO4
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TEXT BOOK:

1. Human Resource Management, Text & Cases by K. Aswathappa

REFERENCES:

1. Human Resource Management, by S. Khandkar, S. Chand Publications
2. Personnel Management - Text & Cases, By C. B. Mamoria & V. S. P. Rao, Himalaya
3. Human Resource Management by Gary Dessler, Pearson Education