

Indian Institute of Technology Kanpur
Industrial and Management Engineering

Course Name and Code: Human Resource Management (MBA 616A)

Credit: 3-0-0-1-10

Pre-requisites: None

Objective of the Course

The course on *Human Resource Management* (HRM) is primarily aimed at sensitizing participants about the importance of ‘human factor’ in organizations. Human resource, as a source of competitive advantage, plays a significant role in achieving organization’s strategic objectives. This course offers an integrative perspective wherein the fundamental concepts of *Organizational Behaviour* are positioned as inputs to designing and implementation of HRM policies and practices. Participants will be familiarized with various issues related to effective and efficient management of human resources through case studies, role plays, and classroom exercises based on specific HR tools and techniques.

Course Contents

Module	No. of Sessions	Brief Description
Introduction to OB and HRM	02	A historical background to OB/HRM, Relative orientation and inter-linkages, Significance in management domain, Various HR models
Key Human Inputs to the Organizations-I	03	Personality, Attitudes, Value system, Motivation
Key Human Inputs to the Organizations-II	03	Leadership theories and application
Group Dynamics	02	Power and politics, Communication, Decision making in groups, Virtual teams
HR Planning	02	Assessment of external and internal environment, Short and long term planning
Staffing	03	Job analysis, Recruitment, Selection, Staffing metrics, Validity and reliability, On-boarding
HR Development	05	Performance appraisal, Tools and techniques, Training and development, Compensation management, Employee engagement, Succession planning
Emerging Employment Relationships	02	Psychological contract, I-deals, Flexible work arrangements
Strategic HRM	03	Resource based view of HRM, HR personnel as partners, Corporate-business interface, Linkage with performance
HRM: Miscellaneous Issues	02	Workplace diversity, Work life balance, HR in cross-cultural setup, HR Analytics, IR issues
Total	27	

Instructor: Dr. Amit Shukla (skamit@iitk.ac.in)

Office Hours: Fri (1600-1700 Hours)

Lecture Venue: C1 (IME)

Lecture Schedule: Mon Wed (0900-1015 Hours)

Course Organization: All notices for the course will be sent by email to the course email list

Evaluation Criteria

Quiz - 20 %

Topic Presentation - 10 %

Case Solution - 20 %

Mid Term Exam - 20 %

End Term Exam - 30 %

Note: Students are expected to attend all the sessions. Any student who is granted leave by the Convener, DPGC also must inform the instructor regarding his/her absence.

Recommended Text books

1. **Human Resource Management** by Gary Dessler and Biju Varkkey, 12th ed., Pearson Edu.
 2. **Organizational Behavior** by Stephens P. Robbins, Timothy A. Judge and Neharika Vohra, 15th ed., Pearson Edu.
 3. Other reading material provided by the instructor
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