



# GUJARAT TECHNOLOGICAL UNIVERSITY

**Program Name: Bachelor of Business Administration**

**Level: UG**

**Course / Subject Code: BB03001021**

**Course / Subject Name : Human Resource Management**

w. e. f. Academic Year:	2025-26
Semester:	3
Category of the Course:	Core Course

<b>Prerequisite:</b>	--
<b>Rationale:</b>	Human Resource Management course will deal with HR policy, and HR Function in detail. HR planning, HRD, HR career Management, Performance, Compensation and global HRM will be integral part of this course. Industrial relations, compliance and employment relations, HR analytics and Use of AI in HRM to reimagine HR Processes will equip the students with contemporary HR skills.

**Course Outcome:**

After Completion of the Course, Student will able to:

No	Course Outcomes	RBT Level
01	Enable students to understand how HR plays a functional role needed for organizational effectiveness and management.	Understand
02	Understand the difference between functional and strategic role of HR	Understand
03	Analyse the need for HR planning, Innovation, use of technology, and sector specific HR needs	Analyze
04	Understand the innovation in HRM and best practices	Apply
05	Evaluate the impact of contemporary business practices on HR processes and practices	Evaluate

*\*Revised Bloom's Taxonomy (RBT)*

**Teaching and Examination Scheme:**

Teaching Scheme (in Hours)			Total Credits L+T+ (PR/2)	Assessment Pattern and Marks				Total Marks
L	T	PR		C	Theory		Tutorial / Practical	
			ESE (E)		PA / CA (M)	PA/CA (I)	ESE (V)	
3	1	0	4	70	30	50	0	150



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## Course Content:

Unit No.	Content	No. of Hours	% of Weightage
1.	The Nature of HRM Human Resource Management—An Introduction; Human Resource Business Partnership HRM; HRM policies, HRM in globally competitive environment; Functional HRM; Strategic Human Resource Management	08	17
2.	Plan, Acquire, Develop, Career Management Employee life cycle approach, Human Resource Planning; Recruitment and Selection; Training and Development; Competency Management; Career Management Talent Management, Managing the GIG employees and Virtual employees and team	15	18
3.	Engagement, Performance, Compensation Management, Industrial Relations, Compliance, Employment Relations Changing nature of Employee Engagement; Performance Management; Compensation and Benefits; Compensation for Special Groups, Industrial Relations; Workplace Laws and Regulations; Employment Relations	15	17
4.	Technology, HR Analytics, Innovation Human Resource Information and Analytics; Human Resource Management Innovations; Human Resource Management in Small and Medium Enterprises; Human Resource Management in the Service Sector, Organization Transformation and the Human Resource Leadership; Diversity, Equity and Inclusion; Workplace Wellness, Sustainability goals and HRM , Green HRM and challenges.	07	18
5.	Practical : In groups of three, select any one company in the manufacturing sector, one in the service sector (both in large scale industries) and one in the SME sector. For each of these companies, learn the various HR practices and present your observations on the differences of HRM practices in all these three companies studied by you.	15	30(CEC)
	<b>Total</b>	<b>60</b>	<b>100</b>



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## Suggested Specification Table with Marks (Theory):

Distribution of Theory Marks (in %)					
R Level	U Level	A Level	N Level	E Level	C Level
10	30	30	20	10	-

Where R: Remember; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create (as per Revised Bloom's Taxonomy)

## References/Suggested Learning Resources:

### (a) Books:

1. DeNisi, A.S., Griffin, R. W and Sarkar, Anita Human Resource Management, Cengage Learning
2. Sengupta Amitabha, Human Resource Management: Concepts, Practices, and New Paradigms
3. Cascio, Wayne F., Managing Human Resources, Tata McGraw Hill, New Delhi
4. DeCenzo, David A, and Stephan P. Robbins, Fundamentals of Human Resource Management, Wiley India, New Delhi
5. Bhattacharyya, Dipak Kumar, Human Resource Management, Excel Books, New Delhi
6. Innovations in People Management, Bhatnagar, J, Bajaj, Ghosh Somanth, Lakshmi Publications, New Delhi (book of cases)
7. Relevant cases-\*1. Prabhjot, Kaur and Bhatnagar, Jyotsna (2022) The Happy Turtle: Womanpreneur and Talent in a Circular Economy, published, Richard Ivey School Case collection, Product Number Product# W25373
8. Bohra, Rakesh and Bhatnagar, Jyotsna, (2022) One Employee Went Freelance. Now Everyone Wants the Same Deal, Harvard Business Review, March, 2022, (ABDC/A / FT 50)
9. Mukherjee A, and Bhatnagar J(2022) - Conceptualizing and theorizing green human resource management: a narrative review--International Journal of Manpower, Jul 2022;(ABDC/A)

## Suggested Projects / Activities for Students, if any:

1. Read about how technology is refining HR skills for tomorrow
2. Visit an organization where HR analytics is used in a big way to define strategic HR practices

## CO- PO Mapping:

Semester 3	Human Resource Management				
	POs				
Course Outcomes	PO1	PO2	PO3	PO4	PO5
CO1	3	2	1	1	2
CO2	2	3	1	1	2
CO3	3	3	2	1	2
CO4	2	1	-	-	1
CO5	1	2	3	3	2

Legend: '3' for high, '2' for medium, '1' for low and '-' for no correlation of each CO with PO.



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