



PRINCIPLES OF HUMAN RESOURCE MANAGEMENT

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PRE-REQUISITES : Any student who has passed class XII

INTENDED AUDIENCE : Elective, UG, Bachelor of Business Management, Bachelor of Management Studies, Management Elective during BE.

COURSE OUTLINE :

Management of human resources is the most important function in any organization. It is essential to achieve a balance between caring for one's employees, helping them work to their maximum potential and achieving the goals of an organization through the work the employees put in. This course is specifically designed to sensitize students who are preparing to enter the workforce to issues related to workforce management.

ABOUT INSTRUCTOR :

Prof. Aradhna Malik earned her Masters in Child Development from Panjab University, Chandigarh, India and PhD from University of Denver, USA. She has been serving Indian Institute of Technology Kharagpur as faculty in the School of Management since 2008. Aradhna teaches intercultural communication, business ethics and organizational behavior to Undergraduate, Masters and Doctoral level students. Her research and academic interests include, ageing, orality, human technology interaction, intercultural communication, communication disorders, management of public health and neuro linguistic programming (NLP).

COURSE PLAN :

Week 1: Introduction to HRM

Week 2: Staffing / Recruitment

Week 3: Training and development

Week 4: Managing Careers

Week 5: Compensation Management

Week 6: Pay for Performance and Incentives

Week 7: Strategic Human Resource Management and HR Scorecard

Week 8: Conclusion