



राष्ट्रीय प्रौद्योगिकी संस्थान रायपुर
NATIONAL INSTITUTE OF TECHNOLOGY RAIPUR
(An Institute of National Importance)
DEPARTMENT OF HUMANITIES & SOCIAL SCIENCES

1.	Department proposing the course	Humanities and Social Sciences
2.	Course title	Basics of Human Recourse Management
3.	L-P-T	3-0-0
4.	Credits / # of period	3/30
5.	Course number(Code)	
6.	Status (Core\Elective)	Elective
7.	Pre-requisites (course no./title)	None
8.	Frequency of offer	Sixth Semester
9.	Course Objectives(CO)	<ul style="list-style-type: none">To enable the students to understand the HR Management and system at various levels in general and in certain specific industries or organizationsTo help the students focus on and analyze the issues and strategies required to select and develop manpower resourcesTo develop relevant skills necessary for application in HR related issuesTo enable the students to integrate the understanding of various HR concepts along with the domain concept in order to take correct business decisions
10.	Course Syllabus	<p>Unit 01 Introduction to Human Resources Management</p> <p>1.1 The Strategic Side of Human Resources Management 1.2 Common Pitfalls of Building Human Resources Strategies 1.3 Strategic Types of Human Resources Management 1.4 Effective Human Resources Strategies</p> <p>Unit 02 Talent management</p> <p>2.1 Talent Acquisition & Talent Acquisition Strategy 2.2 Candidate Selection, 2.3 Compensation and Benefits Performance Management 2.4 Employ Growth and Development of Employ</p> <p>Unit 03 Change Management</p> <p>3.1 Why organizations need change 3.2 Resistance to Change 3.3 Various Models of Change Management 3.4 Caselets</p>

21/4/22
HEAD



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	Unit 04 Human Recourse Organization 4.1 Human Recourse and Information Technology 4.2 Role of Social Media in Human Recourse 4.3 HR Controlling and Analytics 4.4 Performance Appraisal In An Agile Environment
11.	Text Books:- 1. Human Resource Management by Gary Dessler 2. Human Resource Management by University of Minnesota Libraries Publishing through the eLearning Support Initiative.
12.	Reference books:- <ul style="list-style-type: none">• Human Resources Strategies :Balancing Stability And Agility In Times of Digitization, Publication Springer• The End Of Performance Appraisal: A Practitioners' Guide To Alternatives In Agile Organizations ,Publication Springer• Talent Relationship Management: Competitive Recruiting Strategies in Times of Talent Shortage, Publication Springer.

Course Proposed by: Dr. Anoop Kumar Tiwari

Departmental Academic Committee

External Expert

Dr. Kamalanabhan T J

Dr. Sanjeev Prashar

Internal Members

Dr. U.K. Dewangan

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