



Rajeev Gandhi College of Management Studies

Human Resource Management

Semester II

I> Course Content:

Semester	2
Subject	Human Resource Management
Course Code	MMSC203
Credits	4
Duration	60 hours

Module (Syllabus as per new Syllabus):

Sr. No.	Content	Course Outcomes	Content Delivery
1	Introduction to HRM: Definition, Importance, Challenges, Models of HRM, Structure and Functions of HR department.	MMSC203.1 MMSC203.2	Lectures and Interactive Teaching Group Activity
2	HR Policies: Human Resource Planning: Importance and the process of Human Resource Planning, Succession Planning & Job Analysis.	MMSC203.2	Lectures and Interactive Teaching Workshop
3	Talent Acquisition: Definition, Characteristics, Talent Acquisition process and methods.	MMSC203.2, MMSC203.3	Lectures and Interactive Teaching Role Play
4	Learning and Development: Definition, Importance, Methods of Learning and Development & Evaluation.	MMSC203.2, MMSC203.3	Lectures and Interactive Teaching

5	Performance Management System: Definition, Methods of Performance Management System, Difference between Performance Appraisal and Performance Management, Errors in Performance Appraisal, Competency Based PMS.	MMSC203.2, MMSC203.3	Lectures and Interactive Teaching E-Learning
6	Compensation and Benefits: Definition, Direct & Indirect Compensation and Types of benefits.	MMSC203.2, MMSC203.3	Lectures and Interactive Teaching Role Play
7	HR Accounting and HR Auditing – HR Capital Management	MMSC203.3	Lectures and Interactive Teaching E-Learning
8	Human Resource Information Systems	MMSC203.3	Lectures and Interactive Teaching
9	Strategic HRM, HR Balance Scorecard & Workforce Diversity	MMSC203.3	Lectures and Interactive Teaching Case Study
10	Trends in HRM: Definition, Importance & Applications of HR Analytics. Definition, Importance, and benefits of AI in HRM. Green HRM and Sustainability Definition, Introduction, Benefits of Green HRM and Sustainability practices, Flexible Work Strategies, International HRM	MMSC203.3	Lectures and Interactive Teaching Written assignment
11	Industrial Relations: Definition, Importance and Benefits of IR	MMSC203.1, MMSC203.2, MMSC203.3	Lectures and Interactive Teaching Case study
12	Introduction to Labour Laws and Statutory Employment Laws.	MMSC203.1, MMSC203.2, MMSC203.3	Lectures and Interactive Teaching Group activity
13	Ancient Indian Scriptures and HRM	MMSC203.4	Lectures and Interactive Teaching Flipped Classroom

Entrepreneurship Management
Sem II

II> Course Outcomes

<u>Course Code</u>	<u>Course Outcomes</u> Students will be able to....	<u>Cognition</u>
MMSE207.1	REMEMBER Concepts of Entrepreneur, Entrepreneurship and Enterprise	REMEMBER
MMSE207.2	UNDERSTAND the frameworks and key concepts in entrepreneurship management	UNDERSTAND
MMSE207.3	APPLY the model of the entrepreneurial process for new venture development	APPLY
MMSE207.4	ANALYSE the entrepreneurial environment, legal framework, and expansion strategies	ANALYSE
MMSE207.5	EVALUATE various types of entrepreneurship (social, opportunity, techno, intra & women) and suitable routes to start a business	EVALUATE
MMSE207.6	CREATE a business plan/model based on the innovative ideas and concepts of entrepreneurship	CREATE

Program Outcomes

PO1: Apply knowledge of management theories and practices to solve business problems

PO2: Foster Analytical and critical thinking abilities for data-based decision making

PO3: Ability to develop Value based Leadership ability.

PO4: Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.

PO5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

Text Book

Sr. No.	Books
1.	Vasant Desai, "The Dynamics of Entrepreneurial Development and Management", Himalaya Publishing House, Sixth Edition, 2011

Reference Books

Sr. No.	Books
1.	Robert D Hisrich, Mathew J Manimala, "Entrepreneurship", McGraw Hill Education (I) Pvt. Ltd., New Delhi, Ninth Edition - 2015
2.	Poornima M. Charantimath, "Entrepreneurship Development and Small Business Enterprises" Pearson, Ninth Impression - 2023
3.	Literature Published by Support Institutions, viz i) SIDBI, ii) MSSIDC iii) NSIC

