

HRM-342 Human Resource Management

Credit Hours: 3

Course Description

This course is will provide an in-depth analysis of several major concerns in managing human resources. Upon completion of the course, students shall acquire an understanding of the scope of human resources management in context of its core functions – HR planning and strategy, recruitment and selection, performance and compensation management and training and development.

Creating and sustaining competitive advantages in the global economy requires companies to choose strategies that will foster superior performance. In the strategy formulation and the implementation of the strategic plan, the Human Resource function is of pivotal importance. What is the role of HR in the strategy formulation process? How does HR partner with other functions to implement the business strategy? How do companies plan for staffing and assess HR practices so that actions are aligned to strategy?

Towards the end the true concept of strategic business partner and how HR has helped companies around the world to create sustainable competitive advantages has been imparted. Particular attention is being given to practices which create the most significant value in organizations.

Course Objectives

This course aims to achieve the following objectives:

- Familiarizing Students with the societal and industrial background against which modern HR theory was formed.
- To focus on the strategic significance of HR and policy goals namely Motivation, Group work, roles, organizational culture, Leadership and interactions etc
- After familiarizing students with the background and behavioural knowledge required, the course moves on to critical skills or subject areas of HR. The

purpose here is to train students in areas that they would be dealing with on a day to day basis including

- ✓ HR Planning
 - ✓ Recruitment and Selection
 - ✓ Appraisal and Reward Management
 - ✓ Training and Development
- To teach metrics, objective outcomes and strategic benchmarks through the use of which a modern HR professional may demonstrate his usefulness to the top management.