

BHARATHIAR UNIVERSITY, COIMBATORE 641 046
DEPARTMENT OF SOCIAL WORK
Supportive paper offered to other Department students
(For the students admitted from the academic year 2016-2017 onwards)

SUPPORTIVE PAPER
HUMAN RESOURCE MANAGEMENT

Unit – I – Introduction

Human Resource Management: Concept, Importance & Scope; Origin and growth of Human Resource Management; Role of HR Manager.

UNIT II: - Human Resource Planning

Job Analysis, Job Design, Job rotation & Job Enlargement; Recruitment, Selection, Induction and Placement Procedures; Employee Attrition & retention; Retirement, Resignation, Dismissal, VRS.

UNIT – III: - Training

Training need Analysis; Seven steps in Training; Types and Methods of Training; on the job and Off the Training; Managerial Training; Executive Development;

UNIT – IV: - Performance Management System

Performance Appraisal & Potential Appraisal: Methods of Performance Appraisal, Performance Counseling; Employee motivation.

UNIT – V: - Strategic HRM

Strategic perspective in Human Resource Management; Concept, Aim and Foundation of Strategic HRM: TPM, TQM, 5S, ISO.

Text Books:

Derek Torrington, Laura Hall, Stephen Taylor and Carol Atkinson, Human Resource Management, Pearson
VSP Rao, Human resource management - Text and Cases, ,New Delhi, Excel Books
Biswajeet Pattanayak, Human Resouce Management, Delhi, PHI

References:

Global strategic management, Dr.M.Mahmoudi, Deep & Deep Publications Pvt. Ltd, Delhi, 2005.
International Human resource management - Global perspective, S.K. Bhatia, Deep &Deep Publications Pvt. ltd, Delhi, 2005.