

Text Books

- Stephen Dobson and Susan Palfreman, "Introduction to Economics", Oxford University Press
Samuelson, Paul A and William D Nordhaus "Economics" (18th Edition), Mc Graw Hill
.Nilanjan Banik, "The Indian Economy: A Macroeconomic Perspective", Sage Publications

References

- Arvind Subramanian, 2012, "Growth Experience" in K Basu and A Maertens, The New Oxford
.Companion to Economics, Oxford University Press
Chandrasekhar Rao and Mahendra Dev, 2010, Agricultural Price Policy, Farm Profitability and
.Food Security, EPW, June 26
Jean Dreze and Amartya Sen, 2013, India: An Uncertain Glory
Jeemol Unni () Employment and Industrial Development in India , in C P Chandrasekhar (ed)
Economics Vol 1. Indian Industrialisation
Pulapre Balakrishnan, 2007, "The Recovery of India: Economic Growth in the Nehru Era",
Economic and Political Weekly, November
Walter Nicholson, Christopher Snyder Microeconomic Theory: Basic Principles and Extensions
11th Edition

Semester V

Open Course

EC1551.2 Human Resource Management

Instructional Hours 3

Credits 2

Objective of the Course

Keeping in view the broad objective of an open course in providing the basis for life enrichment and career orientation, a course in Human Resource Management is offered.. The course is aimed

at providing basis for understanding the significance of human resource in the growth of our economy and society and to learn the ways for integrating HRM strategies in organisations

(MODULE 1: Introduction to Human Resource Management (10 Hours

Human resource management (HRM): evolution of the concept; meaning; scope- Major functional areas of HRM- Organisation of HR Departments -Role of HR managers- Emerging trends in HRM- Distinction between HRD and HRM –Concept of human capital

(MODULE II: Human Resource Planning (HRP) (14 Hours

Essential characteristics of human resources Human Resource Planning: meaning; nature; significance-Levels of HRP- Determinants of HRP- Steps in HRP(Process)- Limitations of HRP

(MODULE III: Recruitment, Selection and Training of employees (20 Hours

Recruitment strategies: job analysis; job description; job specification- Selection: Meaning and steps- Training: Objectives and needs-Training process-Methods of training(on- the- job & off- (the job

(MODULE IV: Controlling Human Resources (10 Hours

Promotion ; Transfer ;Demotion ; Separation- Employee discipline: concept; features; types; objectives- Disciplinary Action Procedure: basic steps- Industrial Democracy: Meaning ,objectives and forms–Workers’ Participation in Management in India – Collective Bargaining ..Framework in post-liberalised India

:Essential Reading list

Aswathappa, K. 2007. Human Resource and Personnel Management:Text and cases. Tata .1
McGraw- Hill.New Delhi

.Monappa.A (1985): Industrial Relations, Tata McGraw Hill, New Delhi .2

Venkata Ratnam C.S, (2003), Negotiated Change: Collective Bargaining, Liberalization and .3
.Restructuring in India, Response Books, New Delhi

.Bhattacharya,D.K, (2005) Human resource Planning, Excel Books , New Delhi .4