



**Shri Vaishnav Vidyapeeth Vishwavidyalaya, Indore**  
**Shri Vaishnav School of Management**  
**Choice Based Credit System (CBCS) in Light of NEP-2020**

**GENERIC ELECTIVE II SEMESTER**  
**GEMPG201 MANAGING PEOPLE**

COURSE CODE	CATEGORY	COURSE NAME	TEACHING & EVALUATION SCHEME								
			THEORY			PRACTICAL		L	T	P	CREDITS
			END SEM University Exam	Two Term Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*				
GEMPG201	GE	Managing People	60	20	20	-	-	3	-	-	3

**Legends:** L - Lecture; T - Tutorial/Teacher Guided Student Activity; P – Practical; C - Credit; GE – Generic Elective  
\***Teacher Assessment** shall be based on following components: Quiz/Assignment/ Project/Participation in Class, given that no component shall exceed more than 10 marks.

**Course Objective**

The objective of the course is to guide students about various elements of Human Resource Management and make them understand the importance of employee engagement and career management.

**Examination Scheme**

The internal assessment of the students' performance will be done out of 40 Marks. The semester Examination will be worth 60 Marks. The question paper and semester exam will consist of two sections A and B. Section A will carry 36 Marks and consist of five questions, out of which student will be required to attempt any three questions. Section B will comprise of one or more cases / problems worth 24 marks.

**Course Outcomes**

1. To enable students to analyze and redesign jobs and appraisal systems for enhancing organizational effectiveness.
2. Students should be able to develop strategies for enhancing the skills through training and development leading to engagement of the employees.

**COURSE CONTENT**

**UNIT I: Introduction to Human Resource Management**

1. Concept and Functions, ASTD Model
2. Recent Trends Shaping HRM

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**UNIT II: Job Analysis, Acquisition and Talent Management**

1. Human Resource Planning
2. Job Analysis and Job Design
3. Recruitment and its sources, Selection Process
4. Employee Testing and Selection
5. Talent Management : Concept and Process

**UNIT III: Training and Development of Human Resource**

1. Training: Concept, Methods
2. Process: Need Assessment, Designing training programme, Implementing Training programme, Evaluating training programme

**UNIT IV: Strategic Pay Plans and Performance Management**

1. Factors Affecting Compensation
2. Job Evaluation: Definition, Methods
3. Performance appraisal : Need, Techniques and Errors

**UNIT V: Managing Employee Engagement, Careers and Labour Laws**

1. Employee Engagement: Concept, Factors Affecting Employee Engagement
2. Managing Dismissals
3. Industrial Relation: Definition, Scope, Determinants of Industrial Relations : Socio Economic, Technical and Political in changing Environment.

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**Suggested Readings**

1. Dessler, G. (2016). *Human Resource Management*. Pearsons Education Delhi, Latest Edition.
2. Aswathappa, K. (2017). *Human Resource Management*. McGraw Hill Publishing Company, Singapore, Latest Edition.
3. Armstrong, M. (2008). *Handbook of Human Resource Management*. Practice. Kogan Page, London, Latest Edition.
4. Storey, J. (2004). *Managing Human Resources: Preparing for the 21st Century*. Beacon Booms, New Delhi, Latest Edition.
5. Rao, P. S. (2000). *Essentials of Human Resource Management and Industrial Relations: Text, Cases and Games*. Mumbai, Himalaya Publishing House

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