

# PARUL UNIVERSITY

## Faculty of Commerce

Syllabus for 6<sup>th</sup> Semester of B.Com. (Hons)

### HUMAN RESOURCE MANAGEMENT SPECIALIZATION

#### Human Resource Management – Case Studies (16104351)

**Type of Course** : B.Com(Hons)

**Prerequisite** : Knowledge of HRM – Case Studies

**Rationale** : To incubate knowledge and understanding of Knowledge of HRM – Case Studies

#### Teaching and Examination Scheme:

Teaching Scheme			Credit	Examination Scheme					TOTAL
Lect Hrs/Week	Tut Hrs/Week	Lab Hrs/Week		External		Internal			
				T	P	T	CE	p	
3	0	0	3	60	0	20	20	0	100

Lect - Lecture, Tut- Tutorial, Lab - Lab, T - Theory, P- Practical, CE- CE, T - Theory, P- Practical

#### Contents:

Unit No.	Topics	Weightage	Teaching Hrs
1	<b>Unit I</b> Recruitment and Selection Training and Development	25%	11
2	<b>Unit II</b> Restructuring and Reorganizing Performance Appraisal Management	25%	10
3	<b>Unit III</b> Employee Engagement Organizational Culture	25%	12
4	<b>Unit IV</b> Workforce Diversity Change Management	25%	12

#### \*Continuous Evaluation:

- It consists of Assignments/Seminars/Presentations/Quizzes/Surprise Tests (Summative/ MCQ) etc.

#### Reference Books:

#### Text Books:

- Organizational Behavior by Stephen Robbins

#### Course Outcome:

*After Learning the course the students shall be able to:*

This course is designed to expose Second-year students with knowledge of HRM – Case Studies which can help them to select their specialization in third year.

# PARUL UNIVERSITY

## Faculty of Commerce

Syllabus for 6<sup>th</sup> Semester of B.Com. (Hons)

### HUMAN RESOURCE MANAGEMENT SPECIALIZATION

#### Employment Welfare and Labour Administration (16104352)

**Type of Course** : B.Com(Hons)

**Prerequisite** : Knowledge of Employment Welfare And Labour Administration

**Rationale** : To incubate knowledge and understanding of Knowledge of Employment Welfare And Labour Administration

#### Teaching and Examination Scheme:

Teaching Scheme			Credit	Examination Scheme					TOTAL
Lect Hrs/Week	Tut Hrs/Week	Lab Hrs/Week		External		Internal			
				T	P	T	CE	p	
3	0	0	3	60	0	20	20	0	100

Lect - Lecture, Tut- Tutorial, Lab - Lab, T - Theory, P- Practical, CE- CE, T - Theory, P- Practical

#### Contents:

Unit No.	Topics	Weightage	Teaching Hrs
1	<b>Unit I Introduction</b> Origin and evolution of Labour Welfare; objectives of Labour Welfare; Need and importance of L.W; Classification of L.W, Work agencies of L.W, Scope of L.W: Concepts, philosophy and principles of labour welfare; Provisions for Labour welfare content in the Constitution of India ( including Articles 41,42,43.....factories Act 1948, ESI Act 1948, Workmen's Compensation Act 1923)	25%	11
2	<b>Unit II Welfare Provisions</b> Statutory and Non statutory welfare provisions – Health, Hygiene, Safety and Accident, Working Conditions, Working Hours and Canteen Facility Labour Welfare Officer – Meaning, Need and Functions	25%	10
3	<b>Unit III Labour Force in India</b> Factors determining Labour Force; Labour Force & Human Development in India; Problems of Labour in India - Industrial Housing, slums, illiteracy, indebtedness, alcoholism, absenteeism and turnover; Problems of child labour; Problems of Women Labour; Problems of Unorganized labour; Problems of Workers education	25%	12
4	<b>Unit IV Social Security and Labour Markets</b> Social Security - Evolution, definition and objectives of Social security; Essential requirement of Social security; Growth of social security and social insurance in India and overview of social security in India. Labour Markets - Nature & Characteristics of Labour Markets in India. b) Labour Market Policies, Mobility of Labour c) Socio-Economic aspects affecting Labour welfare, Productivity & Living standard of labour	25%	12

**\*Continuous Evaluation:**

- It consists of Assignments/Seminars/Presentations/Quizzes/Surprise Tests (Summative/ MCQ) etc.

**Reference Books:**

1. Jayant S. Railkar- Labour welfare & Practice – Vipul Prakashan.
2. A.M. Sarma – Aspects of Labour welfare & Social Security – Himalaya Publications.
3. Punekar & Deodhar – Labour welfare Tata MC Graw Hill Publishing.
4. Misra & Puri – Indian Economy – Himalaya Publications.
5. Dutt & Sundharam - Indian Economy S. Chand Publication.
6. Labour Welfare, Trade Unionisms and Industrial Relations – S.D. Panekar, S.B. Deodhar, Mrs. Saraswathi Sankaram, Himalaya Publishing House.

**Text Books:**

1. Labour Welfare, Trade Unionisms and Industrial Relations – S.D. Panekar, S.B. Deodhar, Mrs. Saraswathi Sankaram, Himalaya Publishing House.
2. Jayant S. Railkar- Labour welfare & Practice – Vipul Prakashan.

**Course Outcome:**

*After Learning the course the students shall be able to:*

This course is designed to expose Second-year students with knowledge of Employment Welfare and Labour Administration which can help them to select their specialisation in third year third year.

# PARUL UNIVERSITY

## Faculty of Commerce

Syllabus for 6<sup>th</sup> Semester of B.Com. (Hons)

### HUMAN RESOURCE MANAGEMENT SPECIALIZATION

### International Human Resource Management (16104353)

**Type of Course** : B.Com(Hons)

**Prerequisite** : Knowledge of International HRM

**Rationale** : To incubate knowledge and understanding of Knowledge of International HRM

#### Teaching and Examination Scheme:

Teaching Scheme			Credit	Examination Scheme					TOTAL
Lect Hrs/Week	Tut Hrs/Week	Lab Hrs/Week		External		Internal			
				T	P	T	CE	p	
3	0	0	3	60	0	20	20	0	100

Lect - Lecture, Tut- Tutorial, Lab - Lab, T - Theory, P- Practical, CE- CE, T - Theory, P- Practical

#### Contents:

Unit No.	Topics	Weightage	Teaching Hrs
1	<b>Unit I Internationalization of HRM</b> Drivers of international business; Growth and spread of internationalization, Different Setting of IHRM, Development of IHRM; MNE and IHRM strategies; IHRM and Culture; International Organisation Design and Structure.	25%	11
2	<b>Unit II International Employment Law and Relations</b> Establishment of labour standards by international institutions; International Union Membership; Evolution of International Labour Relations and Organizations; Unions and MNE; MNE and IR	25%	10
3	<b>Unit III Workforce Planning</b> International Workforce Planning; International Recruitment and Selection; Training Functions – Virtual Teams, Global Leadership Development, International HRIS.	25%	12
4	<b>Unit IV International Compensation</b> International Compensation, remuneration and benefits; Performance Measurement Function; Issues in IHRM in various countries; Future trends in IHRM	25%	12

#### \*Continuous Evaluation:

- It consists of Assignments/Seminars/Presentations/Quizzes/Surprise Tests (Summative/ MCQ) etc.

#### Reference Books:

1. International Human resource Management- polices and practices by Dennis Briscoe, Randall Schuler, Ibraiz Tarique

**Text Books:**

1. International Human resource Management- Policies and practices by Dennis Briscoe, Randall Schuler, Ibraiz Tarique

**Course Outcome:**

*After Learning the course the students shall be able to:*

This course is designed to expose Second-year students with knowledge of International HRM which can help them to select their specialization in third year.