

BACHELOR OF SOCIAL WORK

SEMESTER VI (CURRICULUM)

SW 612 Human Resource Management

OBJECTIVE

- To get the knowledge and acquaintance regarding human factory in the Organization
- To understand the crucial Role of H.R.M. as unique Coordinator of manpower, machine & money
- To understand the changing role of H.R.M. in the context of changing global scenario.

Unit 612.1 Introduction to HRM

- What is HRM
- Environment and HRM

Unit 612.2 HRM Development

- HRM planning
- Job Analysis and Job designing
- Recruitment and Selection
- Placement and Induction
- Training
- Development of Executive
- Performance appraisal

Unit 612.3 Compensation of Human Resources

- Job Evaluation
- Wages and Salary Administration
- Incentives payment Systems
- Remuneration of Executives
- Fringe Benefits services

Unit 612.4 Maintenance of Human Resource

- Promotion
- Transfers and Separations
- Labor Welfare Health and Safety

Unit 612.5 Human Relation futures and HRM

- Group and Group Dynamics
- Motivation
- Leadership
- Communication
- Discipline
- New trends and Challenges to HRM
- Globalization and HRM
- Quality and HRM
- Employee Morale
- Labor Problems

References:

No.	Author Name	Book Name
01	Dr. J. B. Thakor & Associates	Human Resources MGT. and Industrial Relation
02	C. B. Memoria	Personnel Management
03	C. B. Memoria	Dynamics of Industrial Relation
04	Biswan Nath Ghosh	HRD and Management
05	Subba Rao	Human Resources MGT
06	Chandra Prasanna	Human Resources MGT
07	John M Ivancewith	Human Resources MGT