

PROGRAMME PROJECT REPORT

M.A HRM

Masters in Human Resource Management (HRM) is a highly sought-after programme. It has evolved from being a course about recruitment, retention, pay and incentive setting, to a more rounded study of structured people management and human resource development. Effectively managing an organization's human resources has become a key factor in the success of public and private enterprises. This recognition has led to an increased demand for trained and qualified HR professionals. It has also caused the development of a career structure, which grows up to the highest levels in any organization.

HRM programme has been designed to impart a holistic understanding of the processes and functions of the human resource management. Apart from developing skills for foundation fields like Performance Management, Change Management, and so on, it also helps in developing skills for Human Resource Planning, Manpower Resourcing, and Talent Retention. A perfect mix of traditional as well as modern pedagogy, the Program includes subjects from HR Auditing to Employee Relations Management.

The syllabus of the programme is a well-rounded approach to help learners grasp the skill sets required to excel as an HR professional. The course design stimulates multiple interpersonal relationship skills. It also develops skills to manage people in the form of a collective relationship between management and employees.

Program objectives:

- To demonstrate proficiency in analyzing and interpreting a wide range of business information related to the various functional areas of management.
- To develop and demonstrate key personal and inter-personal skills required for effective management and implementation of solutions to business problems at all levels within and outside the organization.
- To update the knowledge base related to business domains and appreciate their significance.
- To critically appreciate the significance of theoretical developments in business and their strategic implications.

Minimum duration of the Programme is 2 (Two)

Years Maximum duration of the Programme is 4

(Four) Years

Fee structure for the programme is as follows:

Previous Year	Rs. 16000/-
Final Year	Rs. 16000/-

Admission to this programme is provided to the eligible candidates on first come first serve basis.

The curriculum is transacted through the Print Self Learning Materials (SLMs) and Face to Face Counselling Session supplemented by audio-video programme. The duration of the programme for successful completion is minimum two years and maximum four years.

The programme is transacted through the CDOE, JMI approved Learner Support Centres across the country strictly as per the DEB/UGC norms and standard. All the Learner Support Centres where the programme is offered have qualified and trained counsellors and required staffs to facilitate learner centric qualitative teaching learnings as per prescribed curriculum of the aforesaid programme.

Counselling sessions are held at the Learner Support Centres normally on weekends within the general academic scheduled of the Programme. Five counselling sessions are organized in all theory courses separately. The counselling duration will be of 2 hours in each of the five sessions.

The evaluation of the admitted students to this programme is done on the basis of their assignments (25% weightage in the curriculum), performance in the annual examination (75% weightage in the curriculum) as well as in the workshop and teaching practice by the competent teacher educators.

Annual examination is the major component of the evaluation system and it carries 75% weightage in a final result. Generally the Learner Support Centres happens to be the examination centre but in some cases where examination centres are allotted at some other places/institutions by giving the prior information to the appearing students.

Examination date sheets (schedule which indicates the date and time of examination for each course) are sent to all the Learner Support Centres approximately 1 month in advance.

We offer dedicated Faculty who has specialization in the papers offered in the programme. Besides, every programme has a Coordinator who is well versed with the programme and can help with any problems that might occur.

Admission to the programme is given to university graduates on a first come first serve basis. Assignments are the part of continuous evaluation system. The submission of assignments is compulsory. Assignments of a course carry about 25% weightage. Annual examination is the major component of the evaluation

Students will be enrolled at CDOE's, reference library. They will also have access to the English Faculty and a list of supplementary readings are also given along with the Self Learning Material.

All the CDOE, JMI Learner Support Centres offering MA HRM. (Distance Mode) programme have sufficient library resources for the distance learners.

Quality assurance mechanism and expected programme outcomes is analysed strictly on the DEB/UGC/JMI Parameters/guidelines by the CDOE, Jamia Millia Islamia annually.

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CDOE, JMI follows a two-step process for quality assurance:

- University's Internal Quality Assurance Cell (IQAC)
- Through CDOE own Centre for internal quality assurance (CIQA)

Brief Programme Structure

Papers	Course Title	Marks	Credits *	Weekly Teaching hours
Semester 1				
HRM-S1-01	Management Concepts and Principles	100	4	4
HRM-S1-02	Financial and Marketing Management	100	4	4
HRM-S1-03	Human Resource and Talent Management	100	4	4
HRM-S1-04	Social Work and Human Resource Management	100	4	4
HRM-S1-05	Field Work	200	8	
	Total (Marks & Credits)	600	24	
Semester II				
HRM-SII-06	Employee Relations and Legislations	100	4	4
HRM-SII-07	Organisational Behaviour and Employee Engagement	100	4	4
HRM-SII-08	Management Research and Computer Applications	100	4	4
HRM-SII-09	Skill Development Paper I	100	4	4
HRM-SII-10	Field Work	200	8	
	Viva Voce	50	2	
	Total (Marks & Credits)	650	26	
Semester III				
HRM-SIII-11	Performance & Strategic Reward Management	100	4	4
HRM-SIII-12	Human Resource & Organizational Development	100	4	4
HRM-SIII-13	Social Security and Labour Legislations	100	4	4
HRM-SIII-14	Business and Social Environment	100	4	4
HRM-SIII-15	Field Work	200	8	
	Total (Marks & Credits)	600	24	

SemesterIV				
HRM-SIV-16	Strategic Human Resource, Change and Diversity Management	100	4	4
HRM-SIV-17	Skill Development Paper II	100	4	4
HRM-SIV-18	Corporate Governance and Business Ethics	100	4	4
HRM-SIV-19	Global Human Resource Management	100	4	4
HRM-SIV-20	Field Work	200	8	
	Viva Voce	50	2	
HRM-SIV-21	Dissertation	100	4	
	Viva Voce	50	2	
	Total (Marks & Credits)	800	32	
	Grand Total (Marks & Credits)	2650	106	

1.6 Detailed Programme Structure

HRM-SI-01 MANAGEMENT CONCEPTS AND PRINCIPLES

Unit I: Management - A Conceptual Framework

1. Management: concept, definition, scope and purpose
2. Evolution and schools of management thought
3. Approaches to management
4. Managerial skills and roles

Unit II: Management Functions

1. Planning essentials: strategies, policies and planning premises
2. Organising: Nature and structure
3. Controlling: the system and process of controlling
4. Managerial decision making (Organisational Planning, Strategy, Approaches)

Unit III: Production and Operations Management

1. Production and Operations Management: Definition, Nature and Scope
 2. Layout Planning and Analysis
 3. Operation Planning and Inventory Control
 4. Total Quality Management, Kaizen, 7S and Six Sigma, Kanban
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HRM-SI-02 FINANCIAL AND MARKETING MANAGEMENT

Unit I: Marketing Management

1. Nature and scope of marketing
2. Marketing Mix: Traditional 4 P's and Extended 3 P's for services
3. Consumer Behaviour: Models and 5 steps buyer's decision process
4. Sales and distribution management

Unit II: Financial Management

1. Concepts, relevance, scope and 7 A's of financial management
2. Principles of Accountancy: GAAP, Conventions and Postulates
3. Ratio Analysis, Cash Flow and Fund Flow Analysis
4. Tax implications relating to emoluments: allowances, perquisites, fringe benefits.

Unit III: HR Accounting

1. Concept, Objectives and Information for HR Accounting
2. HR Costs: Concept and method of measurement
3. HR valuation: Concept and determination of value, monetary measurement of HR value
4. HR Audit: Concept, Auditing Process, essential steps in HRA

HRM-SI-03 HUMAN RESOURCE AND TALENT MANAGEMENT

Unit I: Fundamentals of HR and Talent Management

1. HR Management: Concept, Scope, Approaches and Evolution
2. Talent Management: Concept and Evolution
3. Talent/HR Manager: Role and Competencies
4. Talent Acquisition: Concept, Need, Linkage to organizational goals

Unit II: Talent Management

1. Human Resource Planning
 2. Employer Branding and Resourcing Talent
 3. Selection: Strategies, Process and Methods and on boarding Talent
 4. Introduction to Performance and Compensation Management
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Unit III: HR Retention and Transition

1. Retention: Concept and Strategies
2. Talent training, Development and Transition
3. Separation and Separation Modalities
4. Future of HR and HR Entrepreneurship

HRM-SI-04 SOCIAL WORK AND HUMAN RESOURCE MANAGEMENT

UNIT I: Fundamentals of Helping Profession

1. Social Work and HRM: Philosophy and objectives
2. Values and ethics of helping professions
3. The helping process
4. Skills and competencies of helping professionals

UNIT II: Working with Individuals in Organisation

1. Understanding Individuals
2. Principles and process of working with individuals
3. Individual problems and interventions (Counselling, Guiding, Coaching and Mentoring)
4. Spirituality at work, work life balance, Life satisfaction

UNIT III: Working with Individual in Groups

1. Understanding Groups: concept, types and dynamics
2. Principles of working with groups
3. Group work applications: Team work, meetings and decision making
4. Groups influence on individuals

HRM-SI-05 FIELD WORK

Total Marks/Credits:

200/ 8

OBJECTIVES

1. To orient the students about HR profession, context of work organisations and implications for contemporary HR Practices.
2. To develop skills like time management, presentation, organization, team work, leadership, etc. through skill labs.
3. To familiarize students with basic HR functions, through observational visits, in complex /business organisations.
4. To develop skills needed for better self-management and self-development to become effective HR managers.
5. To develop skills in recording and ability to use supervision for professional growth.
6. To develop professional ethics and value.

HRM-SII-06 EMPLOYEE RELATIONS AND LEGISLATIONS

Unit I: Employee Relations

1. Employee Relations: Concept, Factors and Scope
2. Employee Relations: Evolution and contemporary scenario
3. Employee involvement: concept, types and practices.
4. Trade Union Movement with special focus on India

Unit II: Statutory Employee Relations

1. Trade Unions Act, 1926
2. Industrial Disputes Act, 1947
3. Industrial Employment (Standing Orders) Act, 1948
4. Maharashtra Recognition of trade unions and prevention of unfair labor laws practices act 1971 (MRTU and PULP Act, 1971)

Unit III: Recent Trends in Employee Relations

1. Employee relations: Approaches and theories
2. New economic policy and employee relations
3. Changing role of employee and employer relations
4. Contribution of ILO for improvement in management-employee relations

HRM-SII-07 ORGANISATIONAL BEHAVIOUR AND EMPLOYEE ENGAGEMENT

Unit I: Introduction to Human Behavior

1. Human Behaviour & Cognition: Basics
2. Concept & theories of Perception & learning
3. Concept & Theories of Personality
4. Concept and importance of Leadership & Emotional Intelligence

Unit II: Motivation and Organizational Culture

1. Employee motivation: Concept and theories
2. Employee Morale and Job satisfaction
3. Organizational culture: Definition, Components and Typologies
4. Cultural Change: Issues and Models of Cultural Change

Unit III: Introduction to Employee Engagement

1. Employee Engagement: Concept and Evolution
2. Developing Employee Engagement- Strategy
3. Measuring, Managing, Maintaining Employee Engagement
4. Employee Engagement and its Relationship with Improvement in Job Satisfaction, Productivity, Organizational Commitment and Retention

HRM-SII-08 MANAGEMENT RESEARCH AND COMPUTER APPLICATIONS

Unit I: Fundamentals of Research Methodology

1. Management Research: Nature, Scope and Relevance
2. Methods of Social Research: Qualitative, Quantitative and Triangulation.
3. Process of Management Research: Research Design, Sampling, Methods and Tools of Data collection and data analysis, data interpretation and report writing
4. Ethical Issues in Research.

Unit II: Statistical Measures

1. Levels of Measurement: Nominal, Ordinal, Interval and Ratio.
2. Measures of Central Tendency: Mean, Median and Mode (Percentiles and Quartiles)
3. Measures of Variance: Mean Deviation, Standard Deviation and Variance. (Range and Coefficient of Variation)
4. Correlation (person, Rank correlation) & Regression, t- test, Chi square and F-test, ANOVA, bi-variate and multivariate analysis

Unit III: Computer Applications: Data Management

1. Computer Applications for Management Research: introduction
2. SPSS: Creating and saving a data file, assigning names and values to variables, Creating syntax file for simple analysis and Statistical applications.
3. Microsoft Excel: Creating a basic Formula, Using the Formula Bar, AutoSum and other basic functions, Using Data Validation, Conditional formatting
4. Creating & Working with Charts, creating a Pivot Table, Automating Tasks with Macros like Recording a Macro, Playing a Macro and Assigning a Macro a Shortcut Key, Adding a Macro to a Toolbar.

HRM-SII-09 SKILL DEVELOPMENT - I

Unit I: Organisational and Business Communication

1. Formal and Informal Communication, Verbal and Non-Verbal Communication
2. Theory, Process and Flow of Communication
3. Business Letters, Memos, Emails and Reports
4. Business Etiquettes and Presentations

Unit II: Interpersonal Communication

1. Nature, Elements and Functions (including Cross Cultural Communication)
2. Skills: Verbal, Non – Verbal and Listening
3. Barriers and Gateways of Communication
4. Interviews and Feedback

Unit III: HR Costing and Compensation

1. Costs: various concepts and elements of Cost (Cost sheet-orientation and understanding of problem)
 2. Salary Calculation: Component deductions, Disbursement and Control, DA allowances, CPI and Wage differentials
 3. Labour Turnover, Productivity and Cost associated Ideal Labour
 4. Calculation of Compliances: Bonus, PF, Gratuity, Disability, Layoff and Retrenchment compensation.
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HRM-SII-10 FIELD WORK

Total Marks/Credits: 250/ 10

Tasks for field Practicum:

1. To understand the organization, its structure, strategy and unique features.
 2. To gain practical understanding of all the major HR management functions
 3. To participate in the daily HR activities of the organization.
 4. Understanding Compliance and Administration of Legal Provisions where applicable:
 5. To gain understanding and knowledge of different employee engagement activities and non-statutory welfare schemes across different levels in the organization.
 6. To understand Human Resource Planning (manpower planning including surplus and/or attrition analysis), recruitment, selection, induction, job placement of employees across different levels.
 7. To develop an understanding of organizational attendance, leave, payroll, pay and perquisite structure(s) and mode of dispersal across different hierarchical levels.
 8. To understand organizational incentive and reward system across different hierarchical levels.
 9. To understand the employee maintenance systems including: Performance management system, training and employee development activities, grievance handling.
 10. To familiarize self with I.R. and trade union history of the organization, where applicable.
 11. To learn the formalities involved during employee joining and exit.
 12. To relate theory to practice and situational reality across all HR functions.
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HRM-SIII-11 PERFORMANCE AND STRATEGIC REWARD MANAGEMENT

Unit I: Concepts and Theories

1. Job Analysis, Job Evaluation, Job Description, Job Specification: Concept and Methods.
2. Compensation and Strategic Compensation: Concept, Methods and theoretical basis (including Tournament theory, Pay for performance: Incentives, Stock Based Compensation, SEBI Guidelines, Tax Components, Limitations)
3. Wage and Salary Compensation: Meaning, Definitions, Principles, Factors, Agency theory
4. Performance management, Performance appraisal, Potential appraisal and Competency Mapping

Unit II: Performance Management System

1. Concept, Types, Performance cycle and factors affecting performance.
2. Performance Measures and methods of Performance Appraisal
3. Performance coaching and Performance Improvement Plan (PIP), Role of HR professional in managing employee performance
4. Performance management system and other HR systems, ethical dimensions in performance management, linkage to compensation and reward management and implications on performance, Competency based job description and role analysis

Unit III: Compensation

1. Job Grading, structures, fixation, Differentiation and Performance Related Pay.
2. Wage legislations: Payment of Wages Act 1936, Minimum Wages Act 1948 and Equal Remuneration Act, 1976, Payment of Bonus (Amendment) Act, 2016.
3. Employee Benefits: Concept, Objectives, Purpose and types (Statutory and non-statutory employee Benefits).

4. Employee Assistance Programmes

HRM-SIII-12 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

Unit I: Fundamentals of Human Resource Development

1. Concepts, philosophy, goals, challenges and prerequisites.
2. Models, evolution and objectives.
3. HRD System: Design, principles and strategies.
4. Fundamentals of Learning, training, education, competency and development.

Unit II: Human Resource Development System

1. Training and Development: Overview, principles, strategies and phases.
2. Training Need Identification: Concept and Methods.
3. Training planning, organizing, modalities and methods.
4. Training Evaluation: process, methods and tools and HR Audit.

Unit III: Organizational Development (OD)

1. Concept, scope, values, assumptions and need.
2. Action and Program management/ Assessment Centres.
3. OD interventions and techniques.
4. OD for managing Organizational Effectiveness.

HRM-SIII-13 SOCIAL SECURITY AND LABOUR LEGISLATIONS

Unit I: Social Security Measures

1. Social Security: Concept, Types, Evolution, Definition and Objectives
2. Statutory Social Security Measures: Employees State Insurance Act, 1948, Health Insurance of Employees
3. Statutory Measures for Employee Disengagement; Employees Provident Fund and Miscellaneous Provisions Act, 1952; Payment of Gratuity Act, 1972, National Pension Scheme and Voluntary Retirement Measures.
4. Statutory Measures for Women and Children: Prevention of Sexual Harassment at Workplace, Act (2013); Child Labour Prohibition and Regulation Act (1986).

Unit II: Labour Welfare and Social Security

1. Labour in India: Organised and Unorganised Sector
2. Labour Welfare: Need, Concept, Objectives, Evolution, Principles and Scope
3. Statutory Provisions: Factories Act, 1948, The Contract Labour (Regulation and Abolition) Act 1970, Apprentices Act, 1961
4. Non-Statutory Measures for Employee Welfare

Unit III: Social security in unorganized sector

1. Laws: Unorganised Workers' Social Security Act 2008, The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
2. Social Insurance Schemes: Pradhan Mantri Jan Dhan Yojna, Pradhan Mantri Suraksha Bima Yojana, Atal Pension Scheme, Krishi Amdani Bima Yojana, Aam Admi Bima Yojana, Pradhan Mantri Fasal Bima Yojana, Rashtriya Swasthya Bima Yojana, etc.
3. Old Age, Widow and Disability Pension schemes, etc.
4. Livelihood and Employability Schemes: Mudra Bank Yojna, Kaushal Vikas Yojna, Deen Dayal Upadhyaya Grameen Kaushalya Yojana, Pandit Deendayal Upadhyay Shramev Jayate Karyakram, Shyama Prasad Mukherji Rural Urban Mission, MNREGA, etc.

Websites of Govt. Schemes:

- Atal Pension Yojana (APY) <https://www.npskra.nsdl.co.in/scheme-details.php>
- Deen Dayal Upadhyaya Grameen Kaushalya Yojana <http://ddugky.gov.in/>
- Pandit Deendayal Upadhyay Shramev Jayate Karyakram- Initiatives <https://labour.gov.in/whatsnew/pandit-deendayal-upadhyay-shramev-jayate-karyakram-initiatives>
- Pradhan Mantri Fasal Bima Yojana <https://pmfby.gov.in/>
- Pradhan Mantri Jan Dhan Yojana (PMJDY) <https://pmjdy.gov.in/>
- Pradhan Mantri Kaushal Vikas Yojana (PMKVY) <http://pmkvyofficial.org/>
- Pradhan Mantri MUDRA Yojana (PMMY) <https://www.mudra.org.in/>
- Pradhan Mantri Suraksha Bima Yojana(PMSBY) <https://financialservices.gov.in/insurance-divisions/Government-Sponsored-Socially-Oriented-Insurance-Schemes/Pradhan-Mantri-Suraksha-Bima-Yojana>
- Rashtriya Swasthya Bima Yojana (rsby) http://www.rsby.gov.in/how_works.html
- Shyama Prasad Mukherji Rurban Mission (SPMRM) <http://rurban.gov.in/>

HRM-SIII-14 BUSINESS AND SOCIAL ENVIRONMENT

Unit I: Economic Environment

1. Economy concept, types and the changing face of Indian economy since independence
 2. Economic institutions: national (RBI, Exim Bank, NABARD, SIDBI) & global (WTO, IMF, World Bank, GATT)
 3. Industrial and fiscal policy in India
 4. Economic growth: implication for business
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Unit II: Social Environment

1. Changing Face of Indian society
2. Changing profile of Indian workforce
3. Sociology of work
4. Socialization of individuals/Virtual workplace: Issues and concerns

UNIT III: Business Environment

1. Business, Society and Globalisation
2. Profile of Industrial Sector: Public, Private, MSME, Village cottage industry, joint, PPP and Cooperatives
3. Public Sector Enterprises: Features and HR (Nature and concerns)
4. Start Ups and Entrepreneurships.

HRM-SIII-15 FIELD WORK

Total Marks/Credits:

200/8Components:

Field Work Objectives:

1. To develop an understanding of the nature and structure of the organization.
2. To develop familiarity with major HRM functions at the corporate level.
3. To gain insights into the process of policy formulation and implementation.
4. To develop an in-depth understanding of the strategic HR functions and its relevance to global practice.
5. To familiarize self with functions of strategic HR at the corporate level.
6. To develop an understanding of Corporate CSR and Role of HR in it.
7. To develop a professional attitude in dealing with Human Resources at work place.
8. To strengthen the ability to translate consciously theoretical inputs into the practical realm.
9. To develop the ability to undertake analytical recording.
10. To develop self as a HR professional.

Tasks of Field Practicum:

1. To understand the organization its structure, strategy, financial standing and unique features (including employer branding status).
2. Establishing rapport with the personnel and understanding importance of HR/HRD Department.
3. To gain practical understanding of all the major HR management functions.
4. To participate in the daily HR activities of the organization.
5. To familiarize self with the overall human capital management functions and relating it with global perspectives in HR practice.

6. To understand the policies and practices relating to employee relations, employee engagement, talent management, reward and compensation management and performance management in large scale organizations.
 7. To understand human resource planning, job analysis, job evaluation and job description and recruitment and selection process, induction, job placement of employees across different levels.
 8. To familiarize and critically analyze performance management systems including reward systems- incentives, promotions and transfers, etc.
 9. To understand change management particularly organizational development and HRD including identification of training needs (individual and organizational), conducting training and training evaluation also management development programmes
 10. To gain understanding and knowledge of different employee engagement activities.
 11. To work on human resource computer application and operation of MIS
 12. To work on the organizational CSR programme.
 13. To relate theory to practice and situational reality across all HR functions.
 14. Bringing out issues, concerns and dilemmas encountered during field work through a planned paper presentation in the scheduled group conference.
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SEMESTER IV

HRM- SIV-16 STRATEGIC HUMAN RESOURCE, CHANGE AND DIVERSITY MANAGEMENT

Unit I: Strategic HRM

1. Business Strategy and Strategic HRM: Concepts, Need and Process
2. Models of Strategic HRM.
3. Structural and functional strategies of SHRM
4. Human resource environment and emerging trends (Outsourcing, Mergers and Acquisition, and Contract management)

Unit II: Change Management

1. Change Management: Concept, Need and Process.
2. Planned Change: Models and theories.
3. Strategic Change Management.
4. SHRM Competencies.

Unit III: Diversity Management

1. Diversity: Concept, Definitions and Principles
2. Diverse Human Resource: Typology, Issues and Concerns
3. Managing diverse workforce: Inclusion strategies and role of HR
4. Managing Diverse Workforce: Conflict resolution/ ethical concerns

HRM-S-IV-17 SKILL DEVELOPMENT- II

At the end of the course, the student shall be able to:

Unit I: Organizational Stress and Conflict Management

1. Stress: Concept, nature and theories
2. Conflict: Concept, sources and theories
3. Manifestation of stress and conflict (social, psychological, work)
4. Coping and Management of Stress and Conflict

Unit II: Understanding Self and Self-awareness

1. Self: Concept, formation and dimension and components
2. Skills in Self-awareness: emotional self-awareness, self-assessment and self confidence
3. Emotional Intelligence: Concept, Importance
4. Theories and Models of emotional intelligence

Unit III: Leading through Positive Attitude

1. Attitudes: Formation and Types of Attitudes
2. Implications of Attitude on behaviour, perception and motivation
3. Attitudinal and behavioural change
4. Time Management

HRM-SIV-18 CORPORATE GOVERNANCE AND BUSINESS ETHICS

Unit I: Corporate Governance

1. Concept, evolution and scope of Corporate Governance
2. Theories of governance: Agency, Stewardship and Stakeholder theory
3. New Corporate Challenges and the role of Corporate Governance
4. Companies Act 2013

Unit II: Business Ethics

1. Concept, values and dimensions of business ethics
2. Approaches to business ethics: Social contract, Kantian and Gandhian approach
3. Human Quality Development (HQD) as foundation for business ethics
4. Institutionalizing ethics and business codes

Unit III: Corporate Social Responsibility

1. Corporate Social Responsibility- terminology, ideology, practice and market.
 2. Business and social interface: Sustainable Developmental Goals and CSR
 3. Best practices of CSR: Global and Indian experiences.
 4. International standards and codes of CSR.
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HRM-SIV-19 Global Human Resource Management

Unit I: Managing People in Global Context

1. Human Resources in a Global Business Environment
2. International Hiring and Repatriation (including work authorization and VISA terminologies)
3. International Labour Standards
4. Government Policy and International Workforce

Unit II: Global Practice

1. International Compensation
2. Performance Management: Approaches and Practices
3. Cultural Diversity: Managing Cross Cultural Issues
4. Developing International Staff and Multinational Teams (including working with sister companies)

Unit III: International Employee Relations and Strategies

1. Global Unions and Regional Integration
2. Emerging trends in Employee Engagement and Employee Involvement
3. Industrial Relations in a Comparative Perspective
4. International HR Competencies

HRM-SIV-20 FIELD WORK

Total

Marks/Credits:

200/8

Components:

Field Work Objectives:

1. To develop an understanding of the nature and structure of the organization.
 2. To develop familiarity with major HRM functions at the corporate level.
 3. To gain insights into the process of policy formulation and implementation.
 4. To develop an in-depth understanding of the strategic HR functions and its relevance to global practice.
 5. To familiarize self with functions of strategic HR at the corporate level.

 6. To develop an understanding of Corporate CSR and Role of HR in it.
 7. To develop a professional attitude in dealing with Human Resources at work place.
 8. To strengthen the ability to translate consciously theoretical inputs into the practical realm.
 9. To develop the ability to undertake analytical recording.
 10. To develop self as a HR professional.
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HRM-SIV-21 DISSERTATION

Total

Marks/Credits:

150/ 6

Components:

1. Preparation of dissertation (Marks: 100)
2. Viva Voce: (Marks: 50)

Rules pertaining to dissertation:

- In case a dissertation is not certified by the faculty supervisor prior to the viva-voce, the candidate shall not be allowed to appear for the viva-voce and shall be declared failed in the dissertation.
- In case a student is unable to submit the dissertation within the specified time as notified by the Department, he/she shall not be given another chance in that session to complete the dissertation and shall be marked as failed in the dissertation.
- In cases, where the student is unable to submit the dissertation within the specified time due to illness or other exigencies, the matter shall be placed before the Field Work Committee to take a decision.