

COURSE STRUCTURE- CCF, 2023
INTERDISCIPLINARY COURSE (IDC)
SEMESTER 1: HUMAN RESOURCE MANAGEMENT
THEORY: 50 Marks
PRACTICAL: 25 Marks

Unit 1a: Introduction to Human Resource Management (HRM): HRM and HRD, Context and issues in HRM
(8 Hours)

b) Human Resource Practices Job analysis; Recruitment and selection; Training **(7 hours)**

Unit 2: International human resource management (IHRM) The context of Globalization, Role of culture in IHRM, Dimensions of Cultural difference (Hofstede). **(15 hours)**

Practicum: 25 hours

Objectives: For each practicum, students are expected to know about the underlying theoretical constructs, be able to conduct the practicum and justify the method used, know about the instrument used, if any, and be able to explain the findings and link the findings with the theory

1. Administration of Organizational Role Stress Scale

Readings:

Aamodt, M.G. (2001) Industrial/ Organizational Psychology. Thompson Wadsworth, a division of Thompson learning Inc.

Bhatnagar, J. & Budhwar, J. (2009). The changing face of people management in India. London: Routledge.

Briscoe, D. R., Schuler, R. S. & Claus, L. (2009). International human resource management: Policies And practices for multinational enterprises (3rd Ed). New York: Routledge.

Chadha, N.K. (2005) Human Resource Management-Issues, case studies and experiential exercises. (3rd ed.) New Delhi: Sai Printographers.

DeCenzo, D.A. & Robbins, S.P. (2006). Fundamentals of human resource management. (8th Ed). NY: Wiley.

