



SARDAR VALLABHBHAI PATEL EDUCATION SOCIETY'S  
**R. N. G. PATEL INSTITUTE OF TECHNOLOGY - RNGPIT**

An Autonomous Institute u/s UGC Act 1956

Approved by AICTE & affiliated to Gujarat Technological University

Bardoli - Navsari Road, At: Isroli (tadjore), Po: Afwa, Tal: Bardoli, Dist: Surat, Pin - 394620  
Phone: 95129 00457, 95129 00458 • Email: Info@rngpit.ac.in • Website: www.rngpit.ac.in

**Program Name:** MBA  
**Level:** Post Graduation  
**Branch:** Logistics & Supply Chain Management  
**Course / Subject Code:** 1MB1205  
**Course / Subject Name:** Human Resource Management

w. e. f. Academic Year:	2024-25
Semester:	I
Category of the Course:	Core Course (CC)

<b>Prerequisite:</b>	
<b>Rationale:</b>	The Human Resource Management course is essential for aspiring business leaders and managers. It provides a holistic understanding of how to effectively manage human resources to enhance organizational performance, foster employee satisfaction, and drive long-term success. By developing both theoretical knowledge and practical skills, students will be well-prepared for careers in HR, management, and leadership roles across various industries.

**Course Outcome:**

After Completion of the Course, Student will able to:

No	Course Outcomes	RBT Level
01	Understand the meaning, objectives, and scope of Human Resource Management.	U
02	Analyze the components and processes of Human Resource Planning, including its significance and benefits.	A
03	Evaluate job analysis and design methods to create effective job descriptions and specifications.	E
04	Demonstrate knowledge of performance appraisal systems and their evaluation methods	A
05	Assess current trends in HRM, such as employee engagement and talent management, and their impact on organizational success.	A

\*Revised Bloom's Taxonomy (RBT)



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**Teaching and Examination Scheme:**

Teaching Scheme (in Hours)			Total Credits L+T+ (PR/2)	Assessment Pattern and Marks				Total Marks
L	T	PR		C	Theory		Tutorial / Practical	
			SEE (TH)		IAT	CCE	SEE (P)	
4	0	0	4	70	30	50	00	150

SEE: Semester End Examination

IAT: Internal Assessment Test

CCE: Continuous and Comprehensive Evaluation

**Course Content:**

Unit No.	Content	No. of Hours	% of Weightage
1.	<b>Introduction to Human Resource Management:</b> Meaning, Objectives, Scope and Functions of HRM, Role of HR executives, changing environment of HRM in India, Globalization and its impact on HR; Human Resource Planning: Significance, Benefits and Process, Factors affecting Human Resource Planning;	8	20%
2.	<b>Job Analysis and Design:</b> Features, Process and Methods of Job Analysis, Job Description, Job Specification, Components of Job Design <b>Job Evaluation:</b> Concept, Objectives, Process, Methods, Advantages and Limitations of job evaluation; <b>Training and Management Development:</b> Steps in the training process, Significance and Methods of Training, 10 21 Concept and Methods of Management Development, Differences between Training and Development, Evaluation of Training and Management Development.	12	30%
3.	<b>Performance Appraisal:</b> Concept and Need for Performance appraisal, Performance Evaluation Process, Performance Evaluation Methods- 360-degree Feedback, Management by Objectives (MBO)	10	25%



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	<b>Industrial Relations and Trade Union:</b> Definition, Characteristics and Objectives of Industrial Relations, Features and Objectives of Trade unions, Overview of Trade Union Act 1926		
4.	<b>Emerging Trends in HRM for Logistics:</b> Role of technology in HRM: HR analytics, automation, and AI in hiring and training, Managing a gig workforce in the logistics sector, Sustainability and green HR practices in supply chain management.	10	25%
5.	<b>Application</b> Students may visit any company to understand the application of the topics learned in Module I to IV and may work on below given emerging topics in the field of HR. • HR Analytics, HR Information System • Employee Retention • Handling of Employee Grievance and Harassment related issue. • Glass ceiling and Gender Equality • Recruitment and Selection process of various industries • Performance appraisal system in public and private sector companies • Identifying companies where best training and management development practices are followed	--	30 Marks
<b>Total</b>		<b>40</b>	<b>100</b>

**Suggested Specification Table with Marks (Theory):**

Distribution of Theory Marks (in %)					
R Level	U Level	A Level	N Level	E Level	C Level

Where R: Remember; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create (as per Revised Bloom's Taxonomy)

**Evaluation:**

Students shall be evaluated on the following components:

A	Continuous and Comprehensive Evaluation	(Internal Assessment – 50 Marks)
	Practical activities suggested in Module V	30 Marks
	Class Presence & Participation	10 Marks
	Quiz	10 Marks
B	Internal Assessment Test	(Internal Assessment-30 Marks)
C	Semester End Examination	(External Assessment-70 Marks)



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**References/Suggested Learning Resources:**

**(a) Books:**

- 1 Pravin Durai Human Resource Management Pearson Second Edition
- 2 Garry Dessler and BijuVarkkey Fundamentals of Human Resource Management Pearson Latest Edition
- 3Uday Kumar Haldar & Juthika Sarkar Year of Publication Human Resource Management
- 4 P. R. N. Sinha, S. P. Shekhar / Indu Bala Oxford Latest Edition Human Resource Management
- 5Sharon Pande & Swapnalekha Basak Cengage Latest Edition Human Resource Management – Text and Cases 4 Vikas Latest Editi

**(b) Open source software and website:**

1. <https://nptel.ac.in/courses/110101005>
2. [https://en.wikipedia.org/wiki/Managerial\\_economics](https://en.wikipedia.org/wiki/Managerial_economics)

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