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 (tajpore), 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: Integrated MBA
Level: Under Graduation
Branch:
Course / Subject Code: 1BB0303
Course / Subject Name: Human Resource management-I

w. e. f. Academic Year:	2025-26
Semester:	III
Category of the Course:	Core Course (CC)

Prerequisite:	
Rationale:	

Course Outcome:

After Completion of the Course, Student will able to:

No	Course Outcomes	RBT Level
01	Understand the fundamental concepts, objectives, and functions of Human Resource Management (HRM).	U
02	Analyze HR policies and strategies related to recruitment, selection, training, and performance management.	A
03	Evaluate employee relations, motivation theories, and organizational development practices.	E
04	Apply HRM principles through real-world case studies, HR audits, and practical assignments.	A

Revised Bloom's Taxonomy (RBT)

Teaching and Examination Scheme:

Teaching Scheme (in Hours)				Total Credits L+T+ (PR/2)+(SL/2)	Assessment Pattern and Marks				Total Marks
					Theory		Tutorial / Practical		
L	T	PR	TW/SL	C	SEE (TH)	IAT	CCE	SEE (P)	
3	1	0	0	4	70	30	50	0	150

TW/SL:Term Work and Self Learning
SEE: Semester End Examination
IAT: Internal Assessment Test
CCE: Continuous and Comprehensive Evaluation

Course Content:

Unit No.	Content	No. of Hours	% of Weightage
1.	**Introduction to Human Resource Management** • Meaning, Nature, and Scope of HRM • Functions and Importance of HRM in Organizations • HRM vs. Personnel Management • Challenges in HRM: Globalization, Technology, and Workforce Diversity • Role of HR Manager in the Modern Business Environment	12	25%
2.	**Recruitment, Selection, and Training** • Human Resource Planning (HRP): Process and Significance • Recruitment: Sources and Methods • Selection Process: Tests, Interviews, and Employee Onboarding • Training and Development: Methods and Importance • Career Planning and Succession Planning	12	25%
3.	**Performance Management and Compensation** • Performance Appraisal: Objectives, Methods, and Challenges • Employee Motivation Theories (Maslow, Herzberg, McGregor) • Compensation Management: Wage & Salary Administration, Incentives, and Benefits • Employee Retention and Talent Management • HR Policies and Ethics in Compensation	12	25%
4.	**Employee Relations and Organizational Development**	12	25%

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	• Industrial Relations and Labor Laws • Grievance Handling and Disciplinary Procedures • Employee Engagement and Work-Life Balance • Organizational Culture and Change Management • Corporate Social Responsibility (CSR) and HRM		
5.	Students will be engaged in practical activities such as • Designing a Recruitment & Selection Plan for a Business • Conducting a Performance Appraisal and Suggesting Improvements • Analyzing an HR Policy of a Reputed Company • Case Study on Employee Motivation and Engagement Strategies • Developing a Training & Development Program for Employees	12	30 Marks
	Total	**60**	**100**

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)

References/Suggested Learning Resources:

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Books:

1. Dessler, G. (2020). Human resource management (16th ed.). Pearson.

2. Armstrong, M., & Taylor, S. (2023). Armstrong's handbook of human resource management practice (16th ed.). Kogan Page.

3. Mondy, R. W., & Martocchio, J. J. (2019). Human resource management (15th ed.). Pearson.

4. Aswathappa, K. (2020). Human resource management: Text and cases (8th ed.). McGraw Hill.

5. Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2021). Fundamentals of human resource management (8th ed.). McGraw Hill.

6. Snell, S., Morris, S., & Bohlander, G. (2019). Managing human resources (18th ed.). Cengage Learning.

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