

# TECNIA INSTITUTE OF ADVANCED STUDIES

Grade 'A' Institute

Department of Management Sciences

## Master of Business Administration (MBA)

Scheme and Syllabus (w.e.f. AS 2021-22)

### Human Resource Management

Course Code: MS-112

L-3 Credits-3

**Objectives:** The course shall enhance the understanding of varied practices and processes of managing human resource and their relevance and contribution in terms of not only organization but the other employees working therein, and also the society at large.

#### Course Outcomes (COs)

After completion of this course, the learners will be able to:-

<b>CO1:</b>	Explain the scope and strategic significance of the Human Resources Management function, discuss and differentiate between various models of HRM.
<b>CO2:</b>	Apply the methods and techniques of human resources planning, job design, recruitment, selection and onboarding.
<b>CO3:</b>	Develop performance management systems integrating performance appraisal, training and development, reward and recognition and other initiatives to create a high performance culture in organizations.
<b>CO4:</b>	Evaluate Human Resources Management Systems and employ Human Resource Information Systems and data driven approach to improve the HR processes.
<b>CO5:</b>	Identify contemporary issues and challenges in managing increasing diversity of workforce and apply the concepts of inclusion, employee engagement, positive psychology etc. for promoting inclusive work spaces and enhancing employee engagement through positive employee experiences.