

International Winter School- Manipal University Jaipur [IWSMUJ]-2023



[Hybrid Mode]

Course/Project Overview

Name of Course/Project- Human Resource Management

Name of instructor: Dr. Charu Dhankar, Dr. Gargi Sharma, Dr. Kriti Vashishtha

Session: Jan.-Feb. 2023

Language of instruction: English

Number of contact hours: 36

Credit awarded: 03

Objective of Course/Project

The course is designed for students aiming to study Organisational psychology, Applied Psychology and Management. The course instill understanding of the concept of human resource management and understand its relevance for the organization. It develops the skills set for application of various HR issues, analyse the strategies required to select and develop manpower resources.

Syllabus:

Role of Human Resources What is human resource? Skills need to be HRM. Today's HRM challenges. Cases & Problems

Developing and Implementing Strategic HRM Plans: Strategic Planning, Writing HRM Plan

Recruitment: Recruitment Process and strategies

Selection: The Selection Process, Criteria Development and Résumé Review, Interviewing Testing & Selection, Cases & Problems

Training & Development: Steps to take in training an employee, Designing Training Programmes

Employee Assessment: Performance Evaluation Systems, Appraisal Methods, Conducting the Appraisal, Cases and Problems.

Organization of Course

Total contact hrs 36		
1st week:	10 hrs (classes)	2 hrs (self-study/project)
2nd week:	10 hrs (classes)	2 hrs (Mid-term exam/assessment/discussion)
3rd week:	10 hrs (classes)	2 hrs
4 th week:	6 hrs (Classes)	2hrs (End term exam)



Mode of lectures: Hybrid mode lecture/videos/case study/ discussion/ workshop/ hands-on

Course/Project Plan

Lecture no.	Topic	Lecture mode	Instructor
L: 1-3	Role of Human Resources: What is human resource? Skills need to be HRM. Today's HRM challenges. Cases & Problems	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L: 4-5	Developing and Implementing Strategic HRM Plans: Strategic Planning Writing HRM Plan	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L: 6-7	Developing and Implementing Strategic HRM Plans: Tips in HRM Planning Cases & Problems	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L: 8-9	Recruitment: Recruitment Process	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L: 10-11	Recruitment: Recruitment Strategies	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L:12-13	Selection: The Selection Process Criteria Development and Résumé Review	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L:14-15	Selection: Interviewing Testing & Selection	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma

L: 15-19	Selection: Making the offer Cases & Problems	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L:20-21	Training & Development: Steps to take in training an employee	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L: 22-25	Training & Development: Designing Training Programmes	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L: 26-30	Employee Assessment: Performance Evaluation Systems	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L: 31-34	Employee Assessment: Appraisal Methods	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma
L: 35-36	Employee Assessment: Conducting the Appraisal Cases and Problems	Lecture/ discussion	Dr. Charu Dhankar/Dr. Kriti Vashishtha/Dr. Gargi Sharma

Brief profile of the instructor

<p>Dr. Charu Dhankar is Assistant Professor in Department of Psychology, Manipal University Jaipur. She teaches students of BA/BSc (Hons), M.Sc. Clinical Psychology, specializes in Clinical and Applied psychology and Abnormal Psychology. She is also a certified Pranic Healer and Angel Card reader. She did her UG, PG and PhD from MLSU, Udaipur, and passed UGC NET. She has a teaching experience of 8 years.</p>	
<p>Dr. Kriti Vashishtha is an Assistant Professor in IIS (deemed to be University) Jaipur, Rajasthan. She is specialized in Child Psychopathology, Counseling, and Sports psychology, Social Psychology and Industrial and Organizational Behaviour. She is also a certified Pranic Healer and Tarot Card Reader. She did her UG and PG from Panjab University, Chandigarh; and her PhD from Banasthali University. She has more than 6 years of working experience.</p>	
<p>Dr. Gargi is working as Assistant professor in Department of Psychology, Manipal University Jaipur. She has 10-year teaching experience. She has good no. of research publications in different national and International Journal along with several book chapters. She attended many conferences and chaired session in in India and abroad. Her research area is positive psychology and clinical psychology.</p>	