



College of Business

BBA in Human Resource Management

COURSE DESCRIPTIONS

| Course ID | Course Name | Brief Course Description |
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| 0505200 | Human Resource Management | This course deals with the role and functions of human resource management. It helps students appreciate the necessity for sound human resource management in a competitive environment. It covers topics such as job analysis, recruitment, selection, performance appraisal, and pay and reward systems. These are addressed from both theoretical and practical perspectives. |
| 0505300 | Human Resource Development | The development of an organization's human resources is a critical component in gaining competitive advantage in today's global markets. It is believed that training and development of the individual employee would enhance the work process and organizational performance to achieve organizational effectiveness. This course gives a broad-based approach to the three primary areas of human resource development: training and development, career development and organization development. |
| 0505310 | Organizational Change | In today's competitive business environment, organizations need to be able to adapt successfully to change that is produced by such environment. The ability to adapt to changing work conditions is the key for individual and organization success. This course is concentrating on organization renewal, changing the culture, Role and Style of the OD Practitioner, The Diagnostic Process, OD Intervention Strategies, Process Intervention Skills, Employee Empowerment and Interpersonal Interventions, and Team Development Interventions. |
| 0505320 | International HRM | This course deals with the role and functions of International Human Resource Management. It helps students to differentiate between domestic and international human resource management. It covers topics such as job analysis, recruitment, selection, performance appraisal, and pay and reward systems from an international perspective. This course allows the students to understand and discuss the challenges of multiculturalism in the modern workplace. |
| 0505321 | Managing Diversity | People from diverse backgrounds get along to work together and achieve organizational goals. These differences if appropriately harnessed can be the catalyst for creativity, learning, innovativeness and effectiveness; however, if misunderstood, these differences can hamper workforce productivity, relationships and team working spirit. This course elaborates on the diversity inherent to the social organizations with the aim of improving students' understanding of its variant forms at primary and secondary levels and enabling them to deal with these differences effectively. Particularly those that are based on social identity like race, gender, ethnicity, disability, value system, age, etc. The course emphasizes on the effective diversity management for social justice outcomes and increased work productivity. |

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| 0505322 | Managing Conflicts | Workplace conflicts may be of many kinds, ranging from personality conflicts to relationship issues between employees or between employees and supervisors. This course focuses on the workplace conflicts from the macro to the micro-level. Keeping in view that conflicts may emerge of different sorts and at different capacities throughout the personal, social and professional lives, it is imperative to develop the necessary skills for dealing with them effectively. The course is designed to provide a deeper understanding of the causes of conflict (like personality, communication, emotions, cultures, interpersonal and so on) and the different conceptual tools available for conflict resolutions, like collective bargaining, relationship management, and conflict coaching. It also demonstrates the systemic diagnosis and design of the conflict management system. The course will enable the students to conceptualize the challenges in developing peace processes by engaging in negotiation and facilitation. |
| 0505420 | Compensation and Benefits Management | Competitive compensation increases employee motivation and commitment to the organization. These in turn will positively be participating in improving organization performance. The current course brings attention to the vital importance of employee's compensations and benefits in sustaining organization success in the long run. The course teaches analytical methods associated with critical elements of compensation such as salaries, incentive pay, and benefits management. This course teaches analytical methods associated with the HR sub-field of 'compensation', specifically, salaries, incentive pay, and benefits management. Emphasis is placed on the concept of total compensation across these decision-making areas, in relation to both HR and general competitive strategy. |
| 0505430 | HR Planning, Recruitment and Staffing | This course is designed to enable students to understand the fundamental concepts of human resource planning and staffing activities in organizations. It develops students' abilities to analyze and integrate the complex social, cultural and organizational factors influencing human resource planning and staffing in the context. Topics include strategic staffing, human resource planning, recruitment, assessment, selection decision-making strategies, and succession planning and retention strategies. The importance of linking staffing and talent management to business strategies, objectives, and competitive challenges will be emphasized. Ethical issues such as discrimination and equal opportunities are discussed under the topics of job advertisement, selection and staff movement. |
| 0505440 | HRM Strategy | This is one of the most important courses in human resource management. It brings attention to how strategically important it is to deal with organization's employees as the most valued assets who individually and collectively contribute to the achievement of its objectives. Creating a good fitness between organization strategy and human resource strategy is imperative to sustain organization's success on the long run. In light of this direction, it provides practical guidance for putting complex HR strategies into practice. This course aims to help students become effective people managers and team leaders, so as to maximize the performance and potential of their people and to build and lead a strong organization with a high-performance culture. |
| 0505450 | Talent Management for Business | Lawler says that talent management has to be reinvented. It needs to be closely linked to the organization's overall strategy. Recruitment and talent management should be driven by the skills and competencies the organization needs for long-term growth. This means talent management requires agile systems that can respond quickly to changing conditions and that take a more individualized approach to evaluating and rewarding performance. And everything |

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| | | talent management does has to be based on evidence, not tradition. Lawler looks at attracting, selecting, developing, rewarding, managing, and organizing talent through this new lens. In today's world, organizations have to reinvent themselves constantly—and talent management must do the same. |
| 0505460 | Health and Safety Management | This course deals with health and safety management as an equal partner to other strategic business risks. The concepts of health and safety management are related to employee morale and productivity. Employee health and safety have a bearing on organizational business performance and competitiveness. This course aims to make budding human resource professionals aware of the importance of the subject and required knowledge and understanding needed to address the issues related to it. The course also talks about various implications of following a set of conscious health and safety procedures in view of the new challenges facing the world. |
| 0505461 | HRM in Virtual Organizations | This course will focus on the issues that face HRM in virtual organizations. This course will address many topics that are related to managing employees in the electronic era. Students will be able to differentiate between traditional organizations and virtual organizations. This course will enable students to identify different HRM functions that can be applied in virtual organizations. |
| 0505490 | Internship (HRM) | An Internship is a planned academic-work experience in workplaces directly related to the student's area of college study. It is an excellent opportunity for students to attach their field of study to a practical experience of their career interest in short term. Internships help students integrate what is taught in the college with what is required in the workplace. Students take internships to develop knowledge and skills valued by employers. This course is designed to provide a good opportunity for students to acquaint themselves with various business and management systems that are being utilized in the fields of application and the opportunity to have practice before graduation. |