

SEMESTER - III

HUMAN RESOURCE MANAGEMENT

| RECRUITMENT AND SELECTION | EMPLOYEE RELATIONS |
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| <ol style="list-style-type: none">1. Application Forms: bio-data / resume / curriculum vitae2. Challenges in the interview3. Dealing with people4. Ability tests clerical ability test5. Planning the interview6. Interview in public sector7. Internal recruitment8. Sources of internal recruitment9. Appointment or promotion10. Policy guidelines and union settlements11. Nature of hiring12. Existing post or new post to be created13. cost analysis and job analysis.14. Sources of recruitment15. Sources in terms of cost, time, convenience16. Job advertisement: drafting, size and contents | <ol style="list-style-type: none">1. Industrial Conflict2. Determinants of Industrial relations and its position in India3. Collective Bargaining4. Recent Trends in Industrial Disputes5. Layoff6. Termination Retrenchment7. Trade Unions8. Code of Discipline in Industries9. Employee Counselling-WPIM10. Managing foreign nationals in Indian organizations11. Industrial Disputes Act 194712. Payment of Gratuity Act 198213. ESI Act 194814. Role of Indian Labour Laws15. International bodies such as ILO-Social Audit. |

| HR METRICS AND ANALYTICS | COMPENSATION AND BENEFITS MANAGEMENT |
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| <ol style="list-style-type: none"> 1. The strategic focus and problems facing of HR analytics 2. HR analytics process and application of analytical techniques 3. Data & Metrics 4. creating HR metrics and link to KPIs 5. transform strategic goals to HR metrics 6. Tool kits available in market 7. Identify and resolve operational issues 8. Human Capital in the Value Chain 9. Balance Score card 10. ROI – Predictive Analytics 11. Reporting & Advising 12. The 4 rules of reporting HR analytics 13. Basic principles of information design 14. Knowledge, skill, and ability to use the results of data collection 15. Improving Organisational Effectiveness | <ol style="list-style-type: none"> 1. Job Analysis and Job evaluation approach 2. Market and Internal Competitiveness 3. Factors affecting Compensation 4. Factors affecting Compensation 5. Pay for performance 6. Competency based Pay-Pay Models 7. Performance Appraisals 8. Motivation theories on rewards 9. Equity based rewards 10. Employee Benefits 11. International compensation 12. Law relating to compensation 13. Executive compensation 14. Pay Policies and Practices across countries 15. Role of Unions-Legal & Regulatory Issues 16. Employee welfare and working conditions 17. Statutory and voluntary measures 18. Strategies to Overcome challenges |

PERFORMANCE MANAGEMENT SYSTEMS

1. Reviewing & Managing Performance
2. Performance Management and strategic planning
3. Relevance in Organisations
4. Alternative models for Assessing Performance
5. Balance score card
6. Economic Value Added (EVA)-
7. Performance Management & Employee Development
8. Performance Appraisals
9. Performance Management System
10. Factors affecting Implementation
11. Performance Management and Rewards
12. Financial and Non-Financial Rewards
13. Innovative Recognition Programs
14. Ethics in Performance Management
15. Rewards and Legal issues
16. Integrating Ethics with Workplace

SEMESTER - IV

HUMAN RESOURCE MANAGEMENT

| STRATEGIC HUMAN CAPITAL MANAGEMENT | INTERNATIONAL HUMAN RESOURCES MANAGEMENT |
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| <ol style="list-style-type: none">1. Strategic HRM2. Formulating and Implementing HR Strategies3. Roles in Strategic Human Capital Management4. HR metrics5. Developing and aligning HR metrics with Organizational Strategy6. Use of HR analytics to bring about Organizational change7. Domestic Vs International HRM8. Building Multicultural Organization9. Cross border M and A10. Career Concepts11. Career Development Models12. Competencies and Career Management13. Equity and Competency based compensation14. Strategies for Organisational Effectiveness15. Strategies for Knowledge Management16. Strategies for Human Resource Development | <ol style="list-style-type: none">1. Nature of globalization2. Nature of culture3. Managing across cultures4. IHRM compared with domestic HRM5. Nature of strategic HRM6. Dimensions of strategic international HRM7. Nature of Mergers and Acquisitions (M&A's)8. Human resource planning9. Recent trends in international staffing10. Theoretical frameworks for CCT11. Emerging trends in training for competitive advantage12. Issues in managing performance in global context13. Repatriation14. Tips for successful repatriation15. Approaches to IR16. Ethics17. Social responsibility |

CROSS CULTURAL MANAGEMENT

1. Dimensions of culture
2. Approaches to Comparative Employment Policy
3. International HRM models
4. Leadership across cultures
5. Need for cross-cultural management
6. Managing International Workforce
7. The challenge of managing multicultural/cross-cultural workgroups and international teams
8. Virtual and multi-cultural teams
9. Cross cultural theories
10. Decision
11. Ethical dilemmas and social responsibility facing firms in different cultures
12. Factors influencing International Compensation
13. Building cultural intelligence and cultural competence
14. Expatriation
15. International Labour relations problems and solutions