



बिरसा मुंडा ट्रायबल युनिवर्सिटी Birsā Mūṇḁā Ḍāyabala Yūnīvārsīṭī

राजपिपला, जि० नर्मदा Rajpipla, Dist. Narmda

Established by Tribal Development Department, Govt. of Gujarat

School of Commerce

B.Com. Programme

Subject Code & Name: - BC05MECC01: Human Resource Management – 2

Teaching and Evaluation Scheme:

Teaching Scheme				Examination Scheme			
Credits				Component Weightage			
				CCE		SEE	
L	T	P	Total	TH	PWE	TH	PWE
4	0	0	4	50	0	50	0

Programme Name	B.Com
Semester	5
Course Code	BC05MECC01
Course Title	Human Resource Management – 2
Course Content Type (Th./Pr.)	Th.
Course Credit	4
Sessions+ Lab. Per Week	N/A
Total Teaching/Lab. Hours	60 Hours
* 2 Laboratory = 1 Session	

Learning Objectives

1. To understand the nature and process of Performance Appraisal and Management.
2. To summarize incentive plans, fringe benefits, and social security measures
3. To interpret legal provisions regarding HR health, safety, and social security in India.
4. To analyze the causes and effects of industrial disputes.

Prerequisites (if any)

Learning Outcomes

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

1. Define the nature and objectives of Performance Appraisal.
2. Analyze job evaluation methods and their impact on pay band compensation systems.
3. Develop strategies for grievance handling and dispute resolution within an industrial framework.
4. Evaluate the causes and effects of industrial disputes and the role of trade unions.





बिरसा मुंडा ट्रायबल युनिवर्सिटी

Birsa Munda Tribal University

राजपिपला, जि० नर्मदा Rajpipla, Dist. Narmda

Established by Tribal Development Department, Govt. of Gujarat

School of Commerce

B.Com. Programme

Detailed Contents

UNIT	TOPIC/SUB-TOPIC	TEACHING HOURS
I	PERFORMANCE APPRAISAL ➤ Nature ➤ Objectives ➤ Process ➤ Performance management ➤ Methods of performance appraisal ➤ Potential appraisal ➤ Employee counseling ➤ Job changes ➤ Transfers and promotions	15
II	COMPENSATION MANAGEMENT ➤ Concept and policies ➤ Base and supplementary compensation ➤ Individual, group and organization incentive plans ➤ Fringe benefits ➤ Performance linked compensation ➤ Employee stock option ➤ Pay band compensation system ➤ Job evaluation: Meaning, Methods, Benefits and Limitations	15
III	MANAGING EMPLOYEE BENEFITS AND WELFARE SERVICES ➤ Introduction-Meaning and Concept ➤ HR Welfare -Meaning, Definition, Aims, Objectives, Need, Importance ➤ HR Welfare Scope and Activities ➤ HR Health and Safety: steps and legal provisions ➤ Social Security – Meaning, Objectives, Ways, Means, Affecting Factors ➤ Social Security-Indian scene	15
IV	INDUSTRIAL DISPUTES AND TRADE UNIONS ➤ Industrial Disputes: Meaning, Nature and Forms, Causes and Effects, Steps to Resolve ➤ Disputes-Grievance-handling and redressal-Legal provisions and Preventive Measures ➤ Trade Unions: Meaning, definition, Origin and Importance, Types, functions and Activities, Indian scene(Activities-weaknesses-reason of slow Development-suggestions and legal provisions)	15



बिरसा मुंडा ट्रायबल युनिवर्सिटी Birsā Munda Tribal University

राजपिपला, जि० नर्मदा Rajpipla, Dist. Narmda

Established by Tribal Development Department, Govt. of Gujarat

School of Commerce B.Com. Programme

Text Book(s)
1.
Reference Books
1. Mondy, A. W., & Noe, R. M. (1999). Human Resource Management. London: Pearson.
2. Decenzo, D. A., & Robbins, S. P. (2009). Fundamentals of Human Resource Management. New Jersey: Wiley.
3. Dessler, G., & Varkkey, B. (2011). Human Resource Management. New Delhi: Pearson Education.
4. Chhabra, T. N. (2004). Human Resource Management. Delhi: Dhanpat Rai & Co..
5. Aswathappa, K. (2007). Human Resource Management. New Delhi: Tata McGraw-Hill.
6. French, W. L. (1994). Human Resource Management. Boston: Haughton Mifflin.
7. Gupta, C. B. (2018). Human Resource Management. Delhi: Sultan Chand & Sons.
8. Rao, V. S. P. (2002). Human Resource Management: Text and Cases. Delhi: Excel Books.
Web Resources
1.
Required Software(s) (if any)
Practical(s) (if any)

L:: Lecture, **T::** Tutorial, **P::** Practical

CCE:: Continuous and Comprehensive Evaluation

(CCE Theory includes Mid Semester Examination, Assignment, MCQ quizzes, Seminar, Reflective notes, class participation, case analysis and presentation, slip tests (announced/surprised), attendance etc. or any combination of these)

PWE:: Practical Work Examination

(PWE includes Laboratory practical work, project work, viva simulation exercise work etc.)

SEE:: Semester End Evaluation

