

NIRMA UNIVERSITY
Institute of Management
Master of Business Administration (Family Business &
Entrepreneurship) Programme
Term - II

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Course Code	MFB4CCHR01
Course Title	Managing Human Resources

Course Learning Outcomes (CLO):

At the end of the course, the students will be able to:

1. Outline various concepts of human resource management.
2. Illustrate role of different HRM functions for family owned business & new ventures.
3. Demonstrate how contemporary issues of HRM affecting people management in family owned business & new ventures.

Syllabus

Teaching Hours

Unit I: Human Resource Management <ul style="list-style-type: none"> • Evolution of HRM, • HRM Function and Department, • HRM and Line Roles for business owners/managers; • Strategic dimensions of HRM in decision making, • HRM Competencies for entrepreneurs 	04
Unit II: Human Resource Planning <ul style="list-style-type: none"> • Recruiting and selecting people for organisation; • Train & Develop people in organisation; • Managing and Measuring Performance of employees at work, Rewarding employee at work; • Deploying human resources in organization 	18
Unit III: Employee Engagement <ul style="list-style-type: none"> • Managing equality, • diversity and dignity at work; • Managing grievances, discipline, • ethics and HRM; • Measuring HRM Contribution • Future perspective of HRM 	08

Suggested Readings:

1. Gilmore, S., & Williams, S., Human Resource Management, Oxford University Press.
2. Rao, VSP., Human Resource Management: Text and Cases, Excel Books: New Delhi.
3. Gary, D., and Biju, V., Human Resource Management, Pearson Education: New Delhi
4. Pandey, S., & Basak, S., Human Resource Management: Text and Cases, Vikas Publication: New Delhi
5. George, B., Snell, S., & Vohra, V., *Human Resources Management*, Cengage Learning: New Delhi.

6. Cardon, M. S., & Stevens, C. E., Managing human resources in small organizations: What do we know? *Human resource management review*, 14(3), 295-323.
7. Javalgi, R. R. G., & Todd, P. R., Entrepreneurial orientation, management commitment, and human capital: The internationalization of SMEs in India. *Journal of Business Research*, 64(9), 1004-1010.

w.e.f. Academic Year 2019-20 and onwards