

NIRMA UNIVERSITY
Institute of Management
Master of Business Administration (Full Time) Programme/
Integrated Bachelor of Business Administration-Master of Business
Administration Programme/
Master of Business Administration (Family Business &
Entrepreneurship) Programme

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Course Code	MFT5SEHR03 MBM5SEHR03 MFB5SEHR03
Course Title	Employee Relationship Management

Course Learning Outcomes:

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

1. Explain the meaning and scope of employee relationship management in organizations
2. Compare the framework for ERM in diverse contexts e.g. organization business and size
3. Choose organizational practices for employee relationship management

Syllabus

Teaching Hours

<p>Unit I: Introduction and Overview</p> <ul style="list-style-type: none"> • Meaning and Scope of Employee Relationship Management, • Outcomes of Employee Relationship 	02
<p>Unit II: The Contexts in Employee Relationship Management</p> <ul style="list-style-type: none"> • ERM in manufacturing, Service and Knowledge Intensive Businesses, • ERM in Small, Large, multi-locational organisations 	05
<p>Unit III: Creating A Positive Workplace Environment</p> <ul style="list-style-type: none"> • Emerging trends in ER, Participation and Empowerment of Employees, • Handling Workplace Deviance; Conflict & Discipline; Interventions for Managing Employee Workplace; • Employee Engagement Practices, Managerial Role and Competencies for Creating Positive Workplaces 	05
<p>Unit IV: Outcomes of ERM</p> <ul style="list-style-type: none"> • Measurement and Organisational Research 	03

Suggested Reading:

1. Singh, P.N., & Kumar, N., Employee Relations Management, Pearson.
2. Rao, E.M., Industrial Jurisprudence, Lexis Nexis.
3. Padhi, P.K., Labour Laws and Industrial Laws, PHI
4. Venkataratnam C.S., Industrial Relations, Oxford Higher Education
5. Monappa, A., Nambudiri R., & Selvaraj P., Industrial Relations & Labour Laws, Mc. Graw Hill

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