

**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**

<b>L</b>	<b>T</b>	<b>PW</b>	<b>C</b>
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<b>Course Code</b>	<b>MFT5SEHR06 MBM5SEHR06 MFB5SEHR06</b>
<b>Course Title</b>	<b>Instruments For Human Resource Management</b>

**Course Learning Outcomes (CLO):**

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

1. Spell out the purpose of using a specific instrument in any given context
2. Explain how an instrument may be used
3. Organise an assessment centre

**Syllabus**

**Teaching Hours**

<b>Unit I An Introduction to Instruments</b> <ul style="list-style-type: none"> <li>• The meaning of instruments,</li> <li>• Types of Instruments, Selecting an instrument</li> </ul>	03
<b>Unit II The Use of Instruments</b> <ul style="list-style-type: none"> <li>• Instruments for Employee Selection, HRD</li> <li>• Organisation Development</li> </ul>	06
<b>Unit III Assessment and Development Centres</b> <ul style="list-style-type: none"> <li>• Design of Assessment Centres</li> <li>• Conducting an assessment centre</li> <li>• performance analysis and report writing</li> </ul>	06

**Suggested Readings:**

1. Hayman, J., Psychometric assessment of an instrument designed to measure work life balance. Research and Practice in Human Resource Management, 13(1), 85-91.
2. Kumar, V. K., Training Instruments for Human Resource Development. Personnel Psychology, 52(4), 1101
3. Pareek, U., Training Instruments in HRD and OD, Tata Mcgraw Hill

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