

MID-WESTERN UNIVERSITY, FACULTY OF MANAGEMENT
 MASTER IN BUSINESS ADMINISTRATION (MBA), SYLLABUS 2072 (2016)

Course Title		Human Resource Management
Course Code Number		MGT 525
Credit Hours		03
Year: I		Semester: II
Course Objectives:		
Main Objective		The main objective of this course is to prepare highly qualified and suitable MBA graduates for both national and international organizations to perform key functions in an organization. Key function such as recruitment, selection, development, appraisal, retention, compensation, and labor relations.
Enabling Objectives		After the completion of the course students will be able to; <ul style="list-style-type: none"> • Understand Human Resource Management. Concepts functions and problems in the management of Human Resources. • Appraise different strategies and legislations used in management of HR related issues in the organization. • Monitor and evaluate Human resource activities and Make appropriate recommendation for betterment of an organization.
Learning Unit (LU)	Learning Hours (LH)	Contents
LU 1	8	Introduction to Human Resource Management <i>Basic understanding on Human Resource Management: Evolution and Functions of HRM, Objectives of HRM (individual, functional, Organizational, societal), Nature, Scope and Significance of Human Resource Management, Role and functions of Human Resource Manager, HRM Model, HRM career, HR Manager as a Strategic partner, HRM in Nepalese scenarios, Unit Case Study</i>
LU 2	5	Important environmental Influences <i>Identifying and understanding the environmental influences: Internal and External factors influencing HRM, Opportunities, and Challenges in Human Resource Management, Government Regulations, Labor Relations Management practices, Unit Case Study</i>
LU 3	4	Acquisition of Human Resources <i>HR Planning: Job Analysis (purpose and methods), Recruitment sources, Selection Process, Selection Devices, Socialization of new employees, Unit Case Study</i>
LU 4	7	Development of HR & Analysis <i>Components of Market Analysis: Developing HR , Employee training and management development , Conceptual clarity of training, Training and learning, Training management, Management Development, Processes for developing manager, Career Development, Conceptual clarity of career, Value of</i>

MID-WESTERN UNIVERSITY, FACULTY OF MANAGEMENT
 MASTER IN BUSINESS ADMINISTRATION (MBA), SYLLABUS 2072 (2016)

		effective career development, Internal vs. External Dimensions for career, Career stages, Linking career dimensions with stages Suggestions for more effective organizational career development, Developing individual's career, Personal Career development Plan and management, Unit Case Study
LU 5	6	Motivation of HR <i>Understanding on HR motivation:</i> Conceptual Clarity on HR motivation, Comparative analysis of motivational theory (present and Past), Motivational Approaches in present context, Psychological approaches in motivation, Job designing, work schedule and motivation, Job designing and scheduling, Job characteristics model, Job enrichment, job enlargement and job rotation, Work model, Flex time, New trends in work scheduling, Performance Appraisal, What, why and How approaches, Rewarding productive Employees :Types of rewards. Quality of effective rewards, Criteria for reward distribution, Unit Case Study
LU 6	6	Maintenance of HR <i>Conceptual clarity on maintaining HR:</i> Compensation Administration (CA), Concept of CA, Government influences on CA, Job evaluation and Pay structure, Incentive compensation Plan, Executive compensation, Benefit and Services, Benefit: Something for everyday services, Recent trends in benefit and services, Disciplining the problematic employee, Conceptual clarity of discipline, Types of discipline problems, Disciplinary actions: Before and after, General guideline in administering discipline, Safety and Health: Occupation safety and Health Act (OSHA), Trends for OSHA, Safety Program, Unit Case Study
LU 7	6	Research and the future <i>Research In HRM:</i> Conceptual clarity of research in HRM, types of researches in HRM, Process of research in HRM, HRM in the future, Current trends and implication for HRM, Unit Case Study
LU 8	7	Current Contemporary Issues in HRM <i>Understanding Emerging issues in HRM:</i> Labor relation, Emerging role and influences of unions,-Reservation of Dalit Janajatis and ethnics, Collective bargaining
References		<ol style="list-style-type: none"> 1. David A Decenzo and Stephen P. Robbins, Personnel/Human Resource Management 2. As Wathappa, K. , (2010), Human Resource Management, Mc Graw Hill Education . 3. Jyothi P. and Venkatesh, D. N , (2006), Human Resource Management, Oxford Higher Education 4.

Net Contact Hour is 48 excluding the exams and tests.

Evaluation Module: 50 percent will be assessed through the internal evaluation and 50 percent will be assessed through end semester examination