



**HIMACHAL PRADESH NATIONAL LAW UNIVERSITY,  
SHIMLA**

**SEMESTER-IV**

**B.B.A. LL.B. (Hons.)**

**COURSE CODE: BBA\_\_**

**HUMAN RESOURCE MANAGEMENT**

**CREDITS-04**

**Module 1**

**An overview of Human Resource Management**

- 1.1 Concept of Human Resource Management
- 1.2 Evolution of Human Resource Management
- 1.3 Significance of Human Resource Management
- 1.4 Challenges to Human Resource Management
- 1.5 Strategic Human Resource Management

**Module2**

**Acquiring, Developing, Appraising & Compensating Human Resources**

- 2.1 Human Resource Planning, Job Analysis and Job Design.
- 2.2 Recruitment, Selection, Placement, Induction and Socialization.
- 2.3 Training and Development.
- 2.4 Performance and Potential Appraisals, Job Involvement, Employee Engagement and Employee Empowerment.
- 2.5 Compensation, Incentives and Fringe benefits.

**Module 3**

**Retaining and Integrating Human Resource**

- 3.1 Absenteeism, Turnover Intentions and Turnover.
- 3.2 Retention Strategies: Counseling & Mentoring, Managing Separations and Rightsizing.
- 3.3 Industrial Relations: Causes of Industrial Unrest and Remedial Measures, Industrial disputes in India, Trade Unionism in India.
- 3.4 Social Security, Health & Welfare Measure in India.
- 3.5 Quality of Work Life and Work Life Balance.

**Module 4**

**International HRM and Ethical Perspective of HRM**

- 4.1 Dynamics of HRM in Multinational Corporations.
- 4.2 Domestic Vs. International Human Resource Management.

- 4.3 International Human Resource Management Process.
- 4.4 Ethical Issues in Human Resource Management.
- 4.5 Contemporary Human Resource Management.

**(a) Prescribed Books**

1. Stephen P. Robbins, Susan L. Verhulst, David A. Decenzo, *Human Resource Management*, (11<sup>th</sup> ed., Wiley Publications, 2015)
2. Dessler Garry & Varkkey Biju, *Human Resource Management*, (14<sup>th</sup> ed., Prentice-Hall India Pvt. Ltd., New Delhi, 2017)

**(B) Recommended Books**

1. Edwin B. Flippo, *Principles of Personnel Management*, (4th ed., McGraw-Hill Book Company, 2016)
2. Rao Subba P., *Human Resource Management (Text and Cases)*, (Himalaya Publishing House Pvt. Ltd., 2010)
3. Snell Scott & Bohlander George *Human Resource Management* (16<sup>th</sup> ed., Cengage Learning India Pvt. Ltd., New Delhi)
4. Raymond Noe, Wright, Gerhart & Hollenbeck, *Fundamentals of Human Resource Management* (8<sup>th</sup> ed., McGraw - Hill Publishing Company Ltd., New Delhi, 2019)
5. Werener J M & Desimone R. ; *Human Resource Development*, (5<sup>th</sup> ed., Cengage Learning India Pvt. Ltd., New Delhi)

  
Deo Academic Affairs,  
H.P. Nalhai Law University,  
Shimla - 171014