Course Code: BMGT E2025

Title: Human Resource Management

Aim: To;

(i) Provide the basic knowledge regarding the nature, scope, importance, and the content of human resource management;

(ii) Develop student skills, attitudes and emotions

required to pursue an HRM degree and to specialise in an HR career.

Learning Outcomes: On completion of this course unit, students should be able to;

- Identify and describe the major functions of HRM.

- Explain and evaluate the issues in the field of HRM.
- Propose solutions to resolve the HRM related issues.

Content :

Introduction; Definition of Human Resource Management, Nature, Scope and Importance of HRM.Evolution of HRM thoughts and Development of Its   Function; Personnel Management and HRM. Various Approaches; Traditional model, Harward model, Michigan Model, 5P model. Job Analysis. Recruitment   and Selection. Performance Appraisal. Training and Development. Wage and SalaryAdministration.Safety and Health.Grievance Handling. Discipline Administration. Industrial Relations Future Challenges and case studies.

Method of Teaching and Learning:

Lectures, Seminars

Scheme of Evaluation:

Examination, Assignments

Recommended Readings:

Armstrong, M. (2010) *A Hand book of Resource Management Practice*,
(10th Edition), London: Kogan Page.

Gupta, C. (2006). *Human resource management*. New Delhi: Sultan Chand & Sons

Opatha, H. H. D. N. P. (2009). *Human ResourceManagement*, Colombo:
Author Publication.

Pilbeam, S., Corbridge, M. (2006). *People Resourcing:Contemporary HRM in Practice (*3rd Edition), London: PrenticeHall.

Stewart G.L. Brown K.G. (2011). *Human Resource Management: Linking Strategy to Practice*, (2nd Edition) New York: Wiley.