

M-01

VASAVI COLLEGE OF ENGINEERING (AUTONOMOUS)
DEPARTMENT OF HUMANITIES AND SOCIAL SCIENCES
SYLLABUS FOR B.E - III SEMESTER

(STREAM BASED ELECTIVE)

INTRODUCTION TO
Course Title: **HUMAN RESOURCES MANAGEMENT FOR ENGINEERS**

ACADEMIC YEAR 2025-26

Instruction: 2 Hours	SEE: 60	Course code: U230E310EH
Credits: 2	CIE: 40	Duration of SEE: 3 Hours

COURSE OBJECTIVES	COURSE OUTCOMES
<p>The course will enable the learners to:</p> <ol style="list-style-type: none">1. To introduce the fundamental principles and functions of Human Resource Management.2. To explore the processes of recruitment, selection, training, and performance management.3. To understand employee motivation, engagement, and workplace behavior.4. To familiarize students with labor laws, ethical issues, and HR policies.5. To develop skills for effective people management in technical and organizational settings.	<p>At the end of the course the learners will be able to: -</p> <ol style="list-style-type: none">1. Explain key HRM functions and their strategic role in organizations.2. Apply methods for effective recruitment, on boarding, training, and evaluation of employees.3. Analyze factors influencing employee motivation, productivity, and job satisfaction.4. Interpret and apply basic labor laws and ethical principles in HR practices.5. Demonstrate interpersonal and managerial skills for leading diverse technical teams.

Unit 1 - Introduction

Introduction – Nature and Objectives of HRM – Scope of HRM – Evolution of HRM- Importance of HRM
- Environment of HRM -External and Internal forces acting – Strategic HRM

Unit 2 – Human Resources Planning

Human Resources Planning – Nature and Importance of Human Resources Planning- Factors affecting H R Planning – Requisites for successful HR Planning – Nature of Job Analysis – Process of Job analysis – Methods of collecting data for Job Analysis

Unit 3 - Training and Development

Nature of Training and Development – Inputs in Training and Development – Gaps in Training – The Training Process – Impediments to effective training –Career Development – uniqueness in international training-

V. Manjappa
25/6/25

Prof. Manjappa
25/6/2025
PROFESSOR & HEAD
Department of English
OSMANIA UNIVERSITY
HYDERABAD-500 007.

OR

Unit 4 – Performance Management

Performance Appraisal process- challenges in performance appraisal – methods of performance appraisal – designing an effective performance appraisal system – Improving performance - Performance based incentives

Unit 5 – Contemporary Issues in HRM

Ethical Issues in HRM - Employee privacy issues and surveillance – workplace harassment - Employer branding–Green HRM – Managing global workforce- Motivation across Cultures.

Learning resources:-

Prescribed Textbook

Human Resources Management, V Edition, K Ashwatappa, McGraw Hill Publication,

Personnel Management, 31st Edition, V S P Rao, Himalaya Publications.

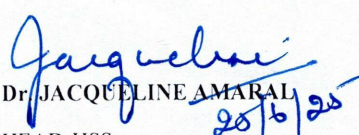
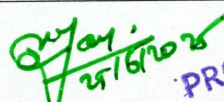
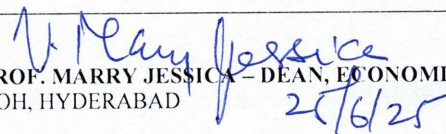
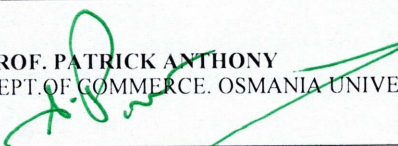
The break-up of CIE: Internal Tests + Assignments + Quizzes

1	No. of Internal tests	:	2	Max.Marks	:	30
2	No. of assignments	:	3	Max. Marks	:	5
3	No. of Quizzes	:	3	Max. Marks	:	5

Duration of Internal Tests : 90 Minutes

Duration for SEE : 180 Minutes

SIGNATURES:-

 Dr. JACQUELINE AMARAL HEAD-HSS CHAIRMAN, BOS, HSS, VCE	 PROF. B. VIJAYA HEAD, DEPARTMENT OF ENGLISH, OSMANIA UNIVERSITY & DIRECTOR, ENGLISH LANGUAGE TEACHING CENTRE (ELTC), OSMANIA UNIVERSITY
 PROF. MARRY JESSICA – DEAN, ECONOMICS UOH, HYDERABAD	 PROF. PATRICK ANTHONY DEPT. OF COMMERCE, OSMANIA UNIVERSITY
MEMBERS OF HSS, VCE :- Dr. G. MEENA Dr. K. JHANSI RANI Dr. M. JYOTHI	MEMBERS OF HSS, VCE :- Dr. B. SHEELA RANI SIMON Dr. T. SUNAND EMMANUEL Dr. DNS BHASKAR