

VASAVI COLLEGE OF ENGINEERING (AUTONOMOUS), HYDERABAD
DEPARTMENT OF HUMANITIES AND SOCIAL SCIENCES

COURSE NAME-HUMAN RESOURCES MANAGEMENT FOR ENGINEERS

SYLLABUS - COMMON TO ALL BRANCHES

W.E.F - 2026-27

III SEMESTER

Instruction: 2Hrs/Week	SEE: 60	Course code: U250E310EH
Credits: 2	CIE: 40	Duration of SEE: 3 Hours

COURSE OBJECTIVES	COURSE OUTCOMES
The course will enable the learners to:	At the end of the course the learners will be able to: -
1. Understand the scope, evolution, and strategic importance of Human Resource Management. 2. Develop knowledge of human resource planning, job analysis techniques, recruitment and selection. 3. Explore training, development, and career growth practices in organizations. 4. Gain insights into performance management, compensation practices, and contemporary HR issues.	1. Explain the scope, evolution, and strategic importance of HRM in organizational effectiveness. 2. Apply HR planning, job analysis, recruitment, and selection methods in organizational contexts. 3. Design and evaluate training, development, and career planning initiatives to enhance employee growth. 4. Implement and assess performance appraisal and compensation practices while addressing contemporary HR issues.

Unit-I : Introduction to Human Resource Management

Introduction - Nature and Objectives of HRM - Scope of HRM - Evolution of HRM - Importance of HRM - Environment of HRM - External and Internal Forces Acting on HRM - Strategic HRM.

Unit-II : Human Resources Planning

Human Resource Planning - Nature and Importance of Human Resource Planning - Factors Affecting HR Planning - Requisites for Successful HR Planning - Nature of Job Analysis - Process of Job Analysis- Methods of Collecting Data for Job Analysis - Recruitment - Sources of Recruitment - Selection Process - Induction and Onboarding.

Unit-III : Training and Development

Nature and Importance of Training and Development- Inputs in Training and Development - Training Needs Assessment - Training Process - Impediments to Effective Training - Career Development.

Unit-IV : Performance Management and Contemporary Issues in HRM

Performance Management - Performance Appraisal Process - Methods and Challenges of Performance Appraisal - Compensation and Reward Management - Performance-Based Incentives - Ethical Issues in HRM - Employee Privacy Issues and Surveillance - Workplace Harassment - Employer Branding - Green HRM - Managing Global Workforce.

Learning resources:-

1. Human Resource Management – Gary Dessler.
2. Human Resources Management, V Edition, K Ashwatappa, McGraw Hill Publication
3. P. Subba Rao, Human Resource Management, Himalaya Publishing House.

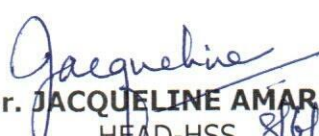
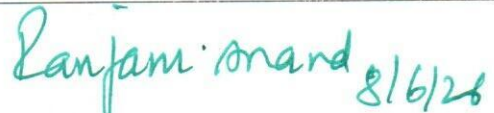
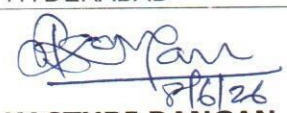
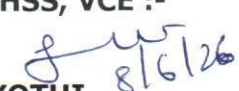
The break-up of CIE: Internal Tests + Assignments + Quizzes

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

Duration of Internal Tests : 90 Minutes

Duration for SEE : 180 Minutes

Signatures:-

 Dr. JACQUELINE AMARAL HEAD-HSS BOS CHAIRMAN VASAVI COLLEGE OF ENGINEERING HYDERABAD	 PROF. C . V. RANJANI SUBJECT EXPERT DEPARTMENT OF COMMERCE OSMANIA UNIVERSITY HYDERABAD-500 007
 PROF. KASTURI RANGAN SUBJECT EXPERT PRINCIPAL PENDEKANTI INSTITUTE OF MANAGEMENT IBRAHIMBAGH, HYDERABAD	MEMBERS OF HSS, VCE :-  Dr. M. JYOTHI ASST. PROF. OF EFE HSS, VCE  Dr. D N S BHASKER ASST. PROF. OF EFE HSS, VCE