

Name of Institute: Indus Institute of Management Studies (IIMS)

Name of Faculty: Dr. Neelam Kshatriya

Course code: IMB0735

Course name: Contemporary Issues in Human Resources

Pre-requisites: HRM,OB,ODCM

Credit points: 3 Credits

Offered Semester: VII

Course Lecturer (weeks 01 – 15)

Full name: Dr. Neelam Kshatriya

Department with siting location: Management

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Email: neelamkshatriya.mba@indusuni.ac.in

Consultation times: 3.00 PM to 4.00 PM

Students will be contacted throughout the Session via e-mail with important information relating to this Course. Google Classrooms will also be uploaded.

Course Objectives

A practical approach designed for the general manager.

To provides a knowledge base in basic human resource topics, as well as an in-depth analysis of important current issues in the field.

To update the students with the current trends in the Industry.

Course Outcomes (CO)

On successful completion of this course students will be able to:

- CO1:** Recognize the key emerging issues associated with HR
- CO2:** Evaluate the challenges these issues pose to our existing understanding of HR
- CO3:** Examine individual strategies and approaches in coping with contemporary issues.
- CO4:** Examine the organizational approaches in combating the issues.
- CO5:** Describe current trends in HR and critically debate their practical implications for organizations.
- CO6:** Compare the practical applicability of the HR strategies used in solving these issues by established business players

Course Outline

UNIT-I

Introduction to Contemporary issues in HR:

Globalization trends, technology trends, Demographic trends
The changing perspective of HRM

UNIT-II

Quality of Work Life and Productivity : Meaning and scope, Importance, ways to increase QWL, objectives of QWL, determinants/categories of QWL **(7hours)**

Human Resource Information System: Basic needs Application and benefits, barriers, steps in implementing HRIS. HR and Social Audit

UNIT-III

Outsourcing: Meaning, advantages, risk involved and types, process of outsourcing.

HR in Mergers and Acquisitions: Meaning, Strategic Drivers of M&A, phases of merger, HR Issues & their Implications on Various Stages of M&A, Managing HR Issues in M&A, Role of HR in M&A, Carry Out Effective HR Integration. **(7hours)**

UNIT-IV

Learning Organizations Virtual Organizations and emerging HR issues: Meaning, characteristics of learning, Tools, techniques & process of LO, Creating of LO&I its working,

Meaning, process & need of VO, Driving Trends in Virtual & Virtual Work Patterns, Virtual Organization Perspectives. **(8 hours)**

UNIT-V

People's Capability Maturing Model (PCMM):

Introduction, Difference between CMM and P-CMM, Architecture, Process area and maturity levels.

Intellectual Capital; Human Capital Valuation Social Capital

Method of delivery

Lectures, PPT, case studies, experiential exercises, Active Learning Techniques.

Study time

Three hours per week

CO-PO Mapping (PO: Program Outcomes)

PO1: Develop Business Acumen & domain knowledge (With knowledge of management theories & practices)

PO2: Develop Leadership and Team building

PO3: Enhance Critical Thinking, Analysis & Problem Solving

PO4: Build Awareness of Global Business Environment

PO5: Comprehend Legal, Ethical and Social Responsibility

PO6: Develop Communication Skills, Interpersonal and Soft Skills

	PO1	PO2	PO3	PO4	PO5	PO6
CO 1	3	3	1	3	2	3
CO 2	3	2	2	3	3	2
CO 3	3	3	2	2	2	3

CO 4	3	3	1	2	2	1
CO 5	3	3	1	2	2	3
CO 6	3	3	2	2	2	3

Blooms Taxonomy and Knowledge retention (For reference)

(Blooms taxonomy has been given for reference)

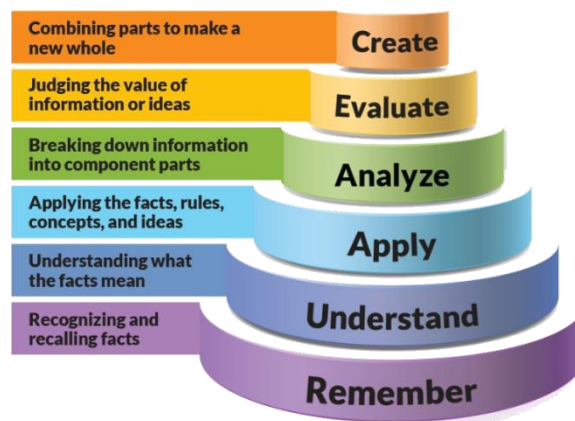


Figure 1: Blooms Taxonomy

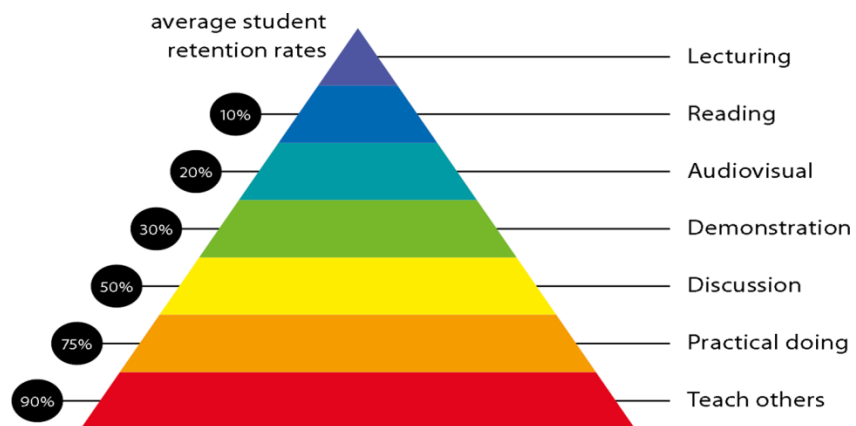


Figure 2: Knowledge retention

Graduate Qualities and Capabilities covered

(Qualities graduates harness crediting this Course)

General Graduate Qualities	Specific Department of _____ Graduate Capabilities
<p>Informed</p> <p>Have a sound knowledge of an area of study or profession and understand its current issues, locally and internationally. Know how to apply this knowledge. Understand how an area of study has developed and how it relates to other areas.</p>	<p>1 Professional knowledge, grounding & awareness</p>
<p>Independent learners</p> <p>Engage with new ideas and ways of thinking and critically analyze issues. Seek to extend knowledge through ongoing research, enquiry and reflection. Find and evaluate information, using a variety of sources and technologies. Acknowledge the work and ideas of others.</p>	<p>2 Information literacy, gathering & processing</p>
<p>Problem solvers</p> <p>Take on challenges and opportunities. Apply creative, logical and critical thinking skills to respond effectively. Make and implement decisions. Be flexible, thorough, innovative and aim for high standards.</p>	<p>3 Problem solving skills</p>
<p>Effective communicators</p> <p>Articulate ideas and convey them effectively using a range of media. Work collaboratively and engage with people in different settings. Recognize how culture can shape communication.</p>	<p>4 Written communication</p>
	<p>5 Oral communication</p>
	<p>6 Teamwork</p>

<p>Responsible</p> <p>Understand how decisions can affect others and make ethically informed choices. Appreciate and respect diversity. Act with integrity as part of local, national, global and professional communities.</p>	<p>7 Sustainability, societal & environmental impact</p>
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Lecture times

Monday – 11:10 PM – 12:10PM
 Tuesday - 10:05PM – 11:05PM
 Thursday - 10:05PM – 11:05PM

Attendance Requirements

The University norms states that it is the responsibility of students to attend all lectures, tutorials, seminars and practical work as stipulated in the Course outline. Minimum attendance requirement as per university norms is compulsory for being eligible for mid and end semester examinations.

Details of referencing system to be used in written work

Text books

- 1.UdaiPareek and V Sisodia, *HRD in New Millennium*, Tata McGraw-Hill publishers.
- 2.Dr. VidyutJoshi, *Organizing Unorganized Labor*, Oxford and IBH Publishing House, New Delhi

Reference Books:

- 1.Contemporary HRM – Prentice Hall Publications
- 2.Schuster, *Contemporary Issues in HRM*, McGraw Hill Publishers, 1995.

ASSESSMENT GUIDELINES

Your final course mark will be calculated from the following:

Assignment	10 Marks
Presentation	5 Marks
Attendance	5 Marks
Mid semester	40 Marks
Final exam (<i>closed book</i>)	40 Marks

SUPPLEMENTARY ASSESSMENT

Students who receive an overall mark less than 40% in mid semester or end semester will be considered for supplementary assessment in the respective components (i.e mid semester or end semester) of semester concerned. Students must make themselves available during the supplementary examination period to take up the respective components (mid semester or end semester) and need to obtain the required minimum 40% marks to clear the concerned components.

Late Work

Late assignments will not be accepted without supporting documentation. Late submission of the reports will result in a deduction of -5% of the maximum mark per calendar day

Format

All assignments must be presented in a neat, legible format with all information sources correctly referenced. **Assignment material handed in throughout the session that is not neat and legible will not be marked and will be returned to the student.**

Retention of Written Work

Written assessment work will be retained by the Course coordinator/lecturer for two weeks after marking to be collected by the students.

University and Faculty Policies

Students should make themselves aware of the University and/or Faculty Policies regarding plagiarism, special consideration, supplementary examinations and other educational issues and student matters.

Plagiarism - Plagiarism is not acceptable and may result in the imposition of severe penalties. Plagiarism is the use of another person's work, or idea, as if it is his or her own - if you have any doubts at all on what constitutes plagiarism, please consult your Course coordinator or lecturer. Plagiarism will be penalized severely.

Do not copy the work of other students.

Do not share your work with other students (except where required for a group activity or assessment)

Course schedule(subject to change)

(Mention quiz, assignment submission, breaks etc as well in the table under the Teaching Learning Activity Column)

	Week #	Topic & contents	CO Addressed	Teaching Learning Activity (TLA)
	Weeks 1	Globalization trends,technology trends, Demographic trends	CO1	Discussion & Lecture
	Weeks 2	The changing perspective of HRM	CO1	Case Study Discussion & Lecture
	Week 3	Meaning and scope, Importance of Quality of Work Life and Productivity	CO2	Lecture
	Week 4	Importance of and ways to increase QWL	CO2	Case Study & Lecture

Week 5	Objectives of QWL, determinants/categories of QWL	CO2	Lecture
Week 6	Basic needs Application and benefits, barriers, steps in implementing HRIS.HR and Social Audit	CO3	Discussion & Lecture
Week 7	Meaning, advantages, risk involved and types of Outsourcing	CO3	Dicussion & Lecture
Week 8	Process of outsourcing	CO4	Lecture
Week 9	Meaning,Strategic Drivers of M&A, phases of merger	CO5	Lecture
Week 10	HR Issues & their Implications on Various Stages of M&A.Managing the Issues. Role of HR in M&A Effective HR Integration.	CO5	Lecture
Week 11	Mid Term		
Week 12	Meaning, characteristics of learning, Tools ,techniques &process of LO, Creation of LO & its working,	CO5 & CO6	Lecture
Week 13	Meaning, process & need of VO, Driving Trends in Virtual & Virtual Work Patterns	CO5 & CO6	Case Study Discussion & Lecture
Week 14	Introduction, Difference between CMM and P-CMM, Architecture, Process area and maturity levels.	CO6	Lecture
Week 15	Human Capital Valuation & Social Capital .	CO6	Case Study & Lecture