I> Course Content:

Semester	III Core
Subject	Human Resource Planning and Application of Technology in HR
Course Code	MMSHC305 (RGCMS)
Credits	4
Duration	40

Learning Objective: To understand the concept of HR Planning and application of technology in HR

Module

Sr. No.	Content	Activity	Course Outcome
1.	Human Resource Planning Meaning, The planning process. Indicators and trends. Ascertaining demand and supply in human resource. Causes of demand, forecasting techniques and human resource requirements. Estimation of internal supply and external supply. Linking human resource planning with strategic human resource management.	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC305.1
2.	Job Analysis, HR Planning and Selection in the Modern Business Environment: Job analysis and design, Collection and application of job analysis information, alignment of job analysis to selection. Changing perspectives in the field of recruitment and selection in the information age: e-recruitment and selection. Employment Tests: Concepts of Testing, Types of tests, Executive Talent Search	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC305.2
3.	Workforce Diversity, Diversity Planning, Dimensions of Diversity, Policies, Valuing Diversity in Organizations, Gender Diversity Legislation, Corporate initiatives on Gender Diversity. Organizational Strategies for Promoting Diversity, Diversity Awareness Training and Programs, Systemic and Individual Diversity Change Initiatives, The Future of Diversity – A Global Perspective	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC305.3
4.	Technology in Human Resource Administration and Human Resource Information Systems, Talent Management, Job Analysis and	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC305.4

	Human Resource Planning, Recruitment and Selection in an Internet Context, Training and Development: Issues and Human Resource Information Systems Applications, Performance Management, Compensation, Benefits, Payroll and the Human Resource Information Systems, International Human Resource Management		
5.	Introduction to Analytics: Introduction to Business Analytics: Need for Analytics : Use of Analytics in business : Introduction to HR Analytics : HR Analytics and people strategy : Becoming a persuasive HR function	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC305.5

II> Course Outcomes

Course Code	Course Outcomes Students will be able to..	Cognition
MMSHC305.1	CO1: Understand the Human Resource Planning trends, indicators, forecasting techniques, internal & external supply of Human Resource	Understand
MMSHC305.2	CO2: Apply concepts of testing in executive talent search through job analysis and design	Apply
MMSHC305.3	CO3: Analyse dimensions of gender diversity, policies, corporate initiatives in global perspective	Analyse
MMSHC305.4	CO4: Evaluate technology and manual listings required in compensation, payroll, recruitment, selection of Human Resource Information System	Evaluate
MMSHC305.5	CO5: Apply Human Resource analytics as a persuasive HR function	Apply

Text books

Sr. No.	Books
1.	Human Resource Planning – James W Walker
2.	Human Resource Development – Uday Kumar Haldar – Oxford Publications
3.	Managing Diversity: Toward a Globally Inclusive Workplace Book by Michalle E. Mor Barak
4.	HR Analytics: The What, Why and How : Tracey Smith

Reference Books

Sr. No.	Books
1.	Human Resource Planning – D.K Bhattacharya
2.	Human Resource Planning – M.S Reddy
3.	Planning & Managing Human Resources – William J Rothwell, H.C Kazanas

Human Resource
Sem III