BBA 12033: Human Resource Management

Level: 1000   **Number of Credits   : 03**

Course Description

Human resource management focuses on functions relating to managing human resources in an organization. This course provides the knowledge and understanding of the relevant concepts, theories, practices, models, and techniques pertaining to functions of Human Resource Management.

Intended Learning Outcomes

At the end of the course, the student will be able to;
- Explain concepts, theories, models, and techniques of human   resource management.
- Describe the functions of human resource management
- Discuss the importance of HRM in achieving organizational goals and objectives.
- Analyze the challenges and issues in human resource management
- Apply knowledge on HRM to make managerial decisions pertaining to human resources of an organization.

Teaching/Learning Methods

Lectures, tutorials, case studies, seminars, workshops, and group discussions

Methods of Assessment

In-course Assessments   : 30%
End Semester Examination   : 70%

Course Contents
1. Introduction to Human Resource Management
2. Job Design and job analysis
3. Human Resource Planning
4. Recruitment and Selection
5. Employee hiring and Induction
6. Human Resource Development
7. Performance Evaluation
8. Career Management
9. Compensation Management
10. Employee movements
11. Health and Safety Management
12. Discipline Management
13. Grievances Handling
14. Challenges and issues in human resource management

Recommended Readings

1. Dessler, G., *Human Resource Management*. New York: Delhi: Pearson Education/The latest edition.
2. Opatha, H.H.D.N.P., *Human Resource Management*, Sri Lanka: Author Publication../The latest edition.