



Faculty of Management and Finance

Bachelor of Business Administration Honours in Business Management Degree Programme

Course Unit Information Sheet

Course Code		BBA 12033			
Course Name		Human Resource Management			
Semester		1000 Level Semester II			
Credit Value	3	Core/Optional	Core	GPA/NGPA	GPA
Hourly Breakdown		Lectures	Practical	Independent Learning	
		45 Hours	-	105 Hours	
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				PLO Alignment	
Upon completion of this course unit, the students will be able to,					
1. Explain concepts, theories, models, and techniques of human resource management.				1	
2. Describe the functions of human resource management.				1, 16	
3. Discuss the importance of HRM in achieving organizational goals and objectives.				10	
4. Analyze the challenges and issues in human resource management.				3,15	
5. Apply knowledge on HRM to make managerial decisions pertaining to human resources of an organization.				2,18,20	
Course Content				Hours	ILOs
1. Introduction to human resource management				3	1, 3
2. Job design and job analysis				5	2, 3, 5
3. Human resource planning				3	2, 3, 5
4. Recruitment and selection				4	2, 3, 5
5. Employee hiring and induction				3	2, 3, 5
6. Human resource development				3	2,3,5
7. Performance evaluation				3	2,3,5
8. Career management				3	2,3,5
9. Compensation management				3	2,3,5
10. Employee movements				3	2,3, 5
11. Health and safety management				3	2,3, 5
12. Discipline management				3	2,3, 5
13. Grievances handling				3	2,3, 5

14. Challenges and issues in human resource management	3	4
Teaching Methods		
Lectures, tutorials, case studies, seminars, workshops, and group discussions		
Assessment Methods		
In-course Assessments 30 %	Final Examination 70 %	Total 100%
Recommended Readings		
1. Dessler, G. <i>Human Resource Management</i> , New York: Delhi: Pearson Education. /The latest edition 2. Opatha, H.H.D.N.P. <i>Human Resource Management</i> , Sri Lanka: Author Publication. /The latest edition		