

DEPARTMENT OF INDUSTRIAL ENGINEERING AND MANAGEMENT
MEHRAN UNIVERSITY OF ENGINEERING AND TECHNOLOGY, JAMSHORO

Title of subject	:	Human Resources Development INM-701 (3+0)
Disciplines	:	Industrial Engineering and Management
Semester	:	(1 st Semester 1 st Year)
Effective	:	21S Batch and onwards
Credit Hours	:	Th: 03 & Pr: 00
Marks	:	Th: 100 & Pr: 00
Minimum Credit Hours	:	42 (For Theory)

Aims: The role of Human Resource Development in an Industrial and commercial organization is to understand and develop managerial relationships at par with global standards

Objectives:

- To understand the historical evolution of Human Resource Development and the different motivational theories and their possible applications and influences in a modern and dynamic organization.
- To equip the students with the process of man power planning, wage and salary administration and other facets of HRM.

Contents:

Introduction to Human Resources Development:

Understanding the Nature and Scope of Human Resource Development, Evolution of theory and practice of Personnel Management, Organization for the personnel function.

Behavior Aspects: Human Relations and work Groups. Motivation and Job Satisfaction Development t and Motivation.

Human Resources Planning: Meaning and purpose of Human Resources Planning, Manpower Planning Processes.

Recruitment: Recruitment Process, Identifying the need to recruit identifying the job requirements, Man Specification, Sources of Recruitment, Selection Methods.

Analyzing Work and Designing Jobs: Nature of job Analysis, Process of job Analysis, Methods of job evaluation, Job Design.

Appraising and Managing Performance: Features of successes, full Performance, Management Process, Appraisal Methods. Management by objectives,

Training and Development: Purpose of Training, Introducing a Training Strategy, Management Development, easer development.

Pays and Benefits: Principles of reward strategy. Developing a reward strategy Reward structures. Bonuses and inventories.

Industrial Relations: Trade union and Management. Collective Bargaining, Settlement of Industrial Disputes.

Recommendation Books:

1. K. Aswathoppa Human Resource Management, McGrath Hill,w. Latest Edition
2. Pratt, K.J & Bennett, S.G. Elements of Personnel Management Gce & Co (Publishers ltd.) Latest Edition
3. Deach, Dale S. Personnel The Management of people at work Latest Edition
4. Cushway, Barry, Human Resources Management, Kogam Page, Latest Edition

Approval:	Board of Studies:	Res. No. 3.1	Dated: 27.08.2019
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