

Lesson Plan Winter 2023

Semester: 3rd
Subject : TH 2- HUMAN RESOURCE MANAGEMENT
Name of the Faculty : Smita Subhadarsini Sahoo

SI No	Title of the chapter	week/month	Class Day	Topic to be covered
1	Unit I: Human Resource Management	1st/Aug	1st	1.1 Concept, Functions and role
2			2nd	1.1 Concept, Functions and role
3			3rd	1.2 Status and competencies of HR Manager
4			4th	1.2 Status and competencies of HR Manager
5		2nd/Aug	1st	1.3 HR Policies, Evolution of HRM
6			2nd	1.3 HR Policies, Evolution of HRM
7			3rd	1.4 Emerging Challenges of HRM
8			4th	1.4 Emerging Challenges of HRM
9		3rd /Aug	5th	1.5 Working diversity, empowerment, Downsizing
10			1st	1.5 Working diversity, empowerment, Downsizing
11			2nd	1.6 VRS, Human Resource Information System
12			3rd	1.6 VRS, Human Resource Information System
13	Unit II: Acquisition of Human Resource	4th/Aug	4th	2.1 Human Resource Planning- Quantitative and Qualitative dimensions
14			1st	2.1 Human Resource Planning- Quantitative and Qualitative dimensions
15			2nd	2.1 Human Resource Planning- Quantitative dimensions
16			3rd	2.1 Human Resource Planning- Quantitative dimensions
17		4th	2.1 Human Resource Planning- Qualitative dimensions	
18		5th/Aug	1st	2.1 Human Resource Planning- Qualitative dimensions
19			2nd	2.2 Job analysis – job description
20			3rd	2.2 Job analysis – job description
21		1st/Sep	1st	2.2 Job analysis – job specification
22			2nd	2.2 Job analysis – job specification
23		2nd/ Sep	1st	2.3 Recruitment – Concept
24			2nd	2.3 Recruitment – Concept
25			3rd	2.3 Recruitment – sources
26			4th	2.4 Selection – process

27	Unit III: Training and Development	3rd/Sep	5th	2.4 Selection – test and interview	
28			1st	2.4 Selection – placement induction	
29		4th/Sep	2nd	3.1 Concept and Importance	
30			1st	3.2 Identifying Training and Development needs	
31			2nd	3.3 Designing Training Programmes	
32			3rd	Types of Traings	
33			4th	3.4 Role Specific and Competency Based Training	
34			5th	3.4 Role Specific and Competency Based Training	
35		5th/Sep	1st	3.5 Evaluating Training Effectiveness	
36			2nd	3.5 Evaluating Training Effectiveness	
37			3rd	3.5 Evaluating Training Effectiveness	
38			4th	3.6 Training Process Outsourcing	
39			5th	3.6 Training Process Outsourcing	
40		1st/Oct	1st	3.7 Management Development	
41			2nd	3.7 Management Development	
42			3rd	3.7 Career Development	
43			4th	3.7 Career Development	
44			5th	Revision of unit III	
45		Unit IV: Performance Appraisal	2nd/Oct	1st	4.1 Nature and Objectives
46				2nd	4.1 Nature and Objectives
47	3rd			4.2 Modern Techniques of Performance Appraisal	
48	4th			4.2 Modern Techniques of Performance Appraisal	
49	5th			4.3 Potential Appraisal	
50	3rd/Oct		1st	4.3 Employee counselling	
51			2nd	4.4 Job Changes – Transfe	
52			3rd	4.4 Promotions	
53			4th	4.5 Compensation: Concept	
54			5th	4.5 Compensation: Policies	
55	5th/Oct		1st	4.5 Job Evaluation	
56			2nd	4.6 Methods of Wage Payments , piece rate system,time rate system	
57	1st /Nov		1st	4.6 Incentive plan	
58			2nd	Advantages and disadvantages of the wage methods	
59			3rd	4.7 Fringe Benefits	
60	2nd/Nov	1st	Performance Linked Compensation.		
61		2nd	Revision of Unit IV		

62	Unit V: Maintenance	21st/NOV	3rd	5.1 Employee Health and Safety
			4th	Employee Welfare
63			5th	Employee Welfare
64		3rd /Nov	1st	Social Security
65			2nd	5.2 Employer Employee Relations – An Overview
66			3rd	5.2 Employer Employee Relations – An Overview
67			4th	5.3 Grievance Handling
68			5th	5.3 Grievance Handling
69		4th/Nov	1st	5.3 Redressal Industrial Disputes
70			2nd	5.3 Redressal Industrial Disputes
71			3rd	Redressal Industrial Disputes Causes,Settlement Machinery
72			4th	Redressal Industrial Disputes Causes,Settlement Machinery
73			5th	Redressal Industrial Disputes Causes,Settlement Machinery
74		5th/Nov	1st	Revision of Unit V
75	2nd		Revision of Unit I,II,III,IV	

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