

ADIKAVI NANNAYA UNIVERSITY

CBCS/SEMESTER SYSTEM

IV SEMESTER : BA HUMAN RESOURCE MANAGEMENT

(W.E.F 2015-16 ADMITTED BATCH)

HUMAN RESOURCE MANAGEMENT

Unit-I:

Induction, training and development: definitions-introduction to the company and workplace- methods of training- on the job training – off the job training-human resource development.

Unit-II:

Employee Compensation: influencing factors- fixation of wages and salary-fringe benefits- wage legislation and pay commissions

Unit-III:

Performance management: definition – importance-methods of performance appraisal.

Unit-IV:

Employee separation-redundancy- outplacement- downsizing- voluntary leavers retirement.

Unit-V:

Strategic HRM-meaning-aims –approaches

Books for Reference:

1. C.B. Memoria, *Personnel Management*.
2. P.C.Tripathy, *Personnel Management*.
3. Edwin, B Flipp, *Principles of Personnel Management*.
4. P.SubbaRao, *Human Resource Management*.