

The Islamia University of Bahawalpur
Department of commerce
Human Resource Management

Instructor: Dr. Shahid Mahmood

Class: M.Com 3rd

Course outline

Course objective: This subject is designed to enable the students to understand human resource issues with managerial perspective. This course will enable students to know emerging global challenges and its after effects on HRM. HRM skills in flatter organizations and tools and techniques for selection, training, compensation, performance appraisal and other traditional HR functions can greatly enhance the quality of hires, the skills of the workforce, job satisfaction and employee motivation. This also facilitates students to know the governance of the workplace and how quality of communication can be improved

Teaching methodology:

1. The class will be conducted in a lecture & discussion environment where the class instructor will lead discussions, and students will be encouraged to participate and ask question at the end of each class session.
2. Students will be expected to read assignments in advance. This will be tested through a quiz which may proceed each class session.

Books prescribed:

- Fundamentals of Human Resource Management by David A. Decenzo, Stephen P. Robins

Course contents

Session No 1:

The Dynamic Environment of HRM

Session No 2 & 3:

Fundamentals of Strategic HRM

Session No 4 & 5:

Human Resource Planning and Job Analysis

Session No 6:

Recruiting

Session No 7:

Foundations of Selection

Session No 8:

Mid term

Session No 9 & 10:

Socializing, Orienting, and Developing Employees

Session No 11 & 12:

Managing Careers

Session No 13:

Establishing the Performance Management System

Session No 14:

Establishing Rewards and Pay Plans

Session No 15:

Employee Benefits

Session No 16:

Final term

Testing and Grading:

1. Learning will be accomplished through lectures, class exercises and student participation in classroom discussion and presentations.
2. Grading will tend to focus on overall performance rather than one or two aspects. A mid term examination and a comprehensive final examination will be given.
3. The Mid Term Examination will be graded for 30 points and final examination will have a value of 50 points
4. Excessive absences (more than 3) will result in “F” grade
5. Test questions may be taken from text book, readings, hyper text material, additional material discussed in class and/ or other assigned readings

Marks distribution of 100 %

Mid Term	30
Final Term	50
Sessional	20