



Anand Law College
 (An Autonomous Institute, Under UGC Regulation 2023)
 Managed by Shri Ramkrishna Seva Mandal
 SRKSM Campus, Near Electric Grid, Anand, Gujarat
 (Affiliated to S. P. University & Approved by BCI, New Delhi)
 NAAC Accredited, 'B++' Grade, CGPA 2.97 - 1st Cycle



Name of the Course: B.B.A LL.B.	Type of Course: 5 Years Integrated
Year : 2nd Year	Semester : 3rd Semester
Subject Code : ALCUG3CBBA5	Subject: Human Resource Management
W.E.F: 2025-26	Teaching Hours: 72

Teaching & Examination Scheme:

Credit	Lect	Lab	Tut	Internal Marks			External Marks		Passing Marks	Passing Marks	Total Marks
				T	P	CE	T	P	Internal	External	
4	4	-	-	20	-	20	60	-	16/40	24/60	40/100

Lect = Lecture, Tut= Tutorial, Lab= Lab, T- Theory, P = Practical, Theory and Practical Passing%: 40

Course Objectives :	a) To provide a broad understanding of basic concepts of Human Resource Management and the role of HRM in organizational success. Understanding (L2) b) To teach the basic functions of HRM such as recruitment, selection, training, and development, and their practical application in organizations. Understanding (L2) and Applying (L3) c) To explore performance management, motivation theories, leadership, and employee behavior in organizations. Analyzing (L4) d) To understand compensation management, industrial relations, and the impact of labor laws and trade unions on HR practices. Understanding (L2) and Analysing (L4)
----------------------------	---

Course Outcome (CO):

Upon completion of the course, student shall be able to

CO-1	Understand basic concepts of Human Resource Management and its role in effective organizational management.
CO-2	Understand recruitment, selection, training, and development processes and apply them to real-world organizational scenarios.



Anand Law College
(An Autonomous Institute, Under UGC Regulation 2023)
Managed by Shri Ramkrishna Seva Mandal
SRKSM Campus, Near Electric Grid, Anand, Gujarat
(Affiliated to S. P. University & Approved by BCI, New Delhi)
NAAC Accredited, 'B++' Grade, CGPA 2.97 - 1st Cycle



CO-3	Design HR strategies related to performance management, employee engagement, motivation, and leadership according to organizational needs.
CO-4	Analyze employee behavior, organizational culture, and performance systems, and apply this understanding to solve workplace issues and improve productivity
CO-5	Analyze compensation management, industrial relations, and evaluate the role of labor laws, trade unions, and collective bargaining in organizations

DETAILED SYLLABUS

Unit	Description	Credits / Hours
1	Introduction of HRM	(1)
1.1	Definition, Scope, Functions and Objectives of HRM	18 Hours
1.2	Role of HRM in Strategic Management	
1.3	Human Capital Management	
	PRACTICAL APPROACH: a. Case Study Discussion b. Group Debate c. Mini Project d. Activity	
2	Acquisition of Human Resources	(1)
2.1	Definition – Importance & Process of HRP	18 Hours



Anand Law College
(An Autonomous Institute, Under UGC Regulation 2023)
Managed by Shri Ramkrishna Seva Mandal
SRKSM Campus, Near Electric Grid, Anand, Gujarat
(Affiliated to S. P. University & Approved by BCI, New Delhi)
NAAC Accredited, 'B++' Grade, CGPA 2.97 - 1st Cycle



2.2	Job Analysis – Job Description & Job Specification	
2.3	Recruitment – Sources & Process Selection Process	
2.4	Training-Methods of Training: On-the-Job Methods and Off-the-Job Methods	
	PRACTICAL APPROACH: a. Role Play / Simulation b. Elasticity Calculation Workshop c. Survey-Based Assignment	
3	Employee Remuneration, Performance Appraisal & Job Evaluation	(1)
3.1	Concept and Components of Remuneration	18 Hours
3.2	Definition and Importance of Performance Appraisal	
3.3	Methods of Performance Appraisal: Traditional – Rating scale, checklist, graphic, Forced distribution, Critical incident & Group appraisal Modern – MBO, BARS, 360 degree feedback & Forced Choice Job Evaluation – Performance Appraisal Vs. Job Evaluation	
3.4	Job Evaluation – Performance Appraisal Vs. Job Evaluation	
	PRACTICAL APPROACH: a. Comparative Chart Making b. Industry-Based Case Study c. Profit Estimation Exercise d. Profit Game e. Concept Map f. Factory Virtual Tour / Video Analysis	
4	Industrial Relation and Disputes	(1)
4.1	Definition & Objectives	18 Hours
4.2	Parties to Industrial Relations	
4.3	IR Strategy	
4.4	Industrial Disputes	
4.5	Grievance Procedure	
4.6	Methods: Collective Bargaining, Conciliation, Arbitration, Adjudication	
	Practical Approach	



Anand Law College

(An Autonomous Institute, Under UGC Regulation 2023)

Managed by Shri Ramkrishna Seva Mandal

SRKSM Campus, Near Electric Grid, Anand, Gujarat

(Affiliated to S. P. University & Approved by BCI, New Delhi)

NAAC Accredited, 'B++' Grade, CGPA 2.97 - 1st Cycle



	a. Case Study on Industrial Disputes b. Role Play on Collective Bargaining c. Group Discussion d. Grievance Handling Simulation e. Legal Case Analysis f. News Analysis (Industrial Relations)	
--	--	--

Suggested References:

Sr. No.	References
1.	Human Resource Management– Dr. S. S. Khanka– Latest Edition- S. Chand & Company
2.	Human Resource Management _ Aswathappa K- Tata McGraw Hill Publishing Company
3.	Human Resource Management _Gary Dessler& Biju Varkkey – 15th Edition – Pearson
4.	Human Resource Management Dr SS Khanka