

Goal:

The program introduces the students to more details of HRM activities undertaken and provided by the organizations to make better use of their employees. Students will investigate in details the process of modern HRM starting from staffing to development. The program will prepare the graduates to work both in the private and public sector.

Objectives:

The program will enable the graduates to deal with those processes of HRM which provide, develop and maintain a productive work force. The program will introduce the students to the modern computer applications of HRM. The graduates will experience their knowledge in a professional environment through the industrial training.

Outcomes:

The graduates should be able to:

1. Recognize the activities of modern HRM.
2. Define the process of HRM (staffing, training...etc).
3. Use different computer applications of HRM.
4. Apply the knowledge of personnel practices in international context.
5. Identify the sources of conflicts in cross-cultural management.
6. Apply the knowledge of HRM in a real business setting (OJT).
7. Analyze issues in HRM logically and creatively.
8. Work independently and in a team.
9. Communicate effectively.
10. Maintain ethical responsibility.
11. Make effective use of available information technologies and sources

Career opportunities

Functional Areas of Work

The main areas of work in HR function are:

1. Recruitment and Selection: Involves preparing job descriptions, attracting people with right qualifications and skills, with right mind set and attitude.

2. **Manpower Planning:** Assessing the present and future manpower requirements in the organization, succession planning and career planning. This area is very important in which the future strength of an organization lies.
3. **Human Resource Administration:** Defining organization's HR policies and procedures and implementation thereof
4. **Compensation and Benefits:** Determining salary structures, employee perquisites etc, covers health, security, safety, terminal benefits, and employee welfare facilities. This area is very important for retaining the talent in organization.
5. **Industrial Relations:** Promoting healthy relationship between management and employees associations, addressing employees' concerns, taking care of legal issues in the labour courts / labour commissioners.
6. **Training and Development:** Arranging employee orientation programmes and providing technical skills and behavioral training to employees for effective performance. This area is very important for career progression of an individual in the organization.
7. **Performance Appraisal:** Reviewing performance appraisal system of the employees from time to time using the assessment information for the purpose of trainings, promotions, and incentives etc. Using right tools & techniques to measure the performance of the employees in order to develop the sense of confidence in the employees and bring transparency in the system.

Beyond these regular roles, HR function in an organization is now actively involved in issues like talent management, initiatives to retain the talent, building brand image, improving work culture and transforming learning and managing within the organization.

Those with an education in human resource management can pursue leadership positions. The job titles of HR professionals can include: ***Labor relations managers***, also called ***Employee relations managers***, ***Recruiting managers***, ***Payroll managers***, etc. Advanced job titles include regional or international HR manager, HR director, and general manager, among other possibilities.