

Bachelor in HR

Goal:

The degree is designed to prepare graduates for a professional role in HRM. Professionals will not only investigate the process of HRM, but also will work closely with top management to design and implement all aspects of employment policies and practices. The program will provide the students with the required confidence to work in a high competitive environment.

Objectives:

The program will enable the students to understand the modern aspects of HRM, the international issues of HRM, and the legal requirements of HRM. The program will enable the graduates to develop their critical, analytical, practical, and intellectual capabilities in the field of HRM. The graduates will have the ability to apply the concepts and practices of HRM in any competitive organizations.

Outcomes:

The graduates should be able to:

1. Evaluate the international issues of HRM.
2. Create a dynamic organizational culture that complies with desired employee's behavior.
3. Identify the legal requirements of employee's practices and activities.
4. Consult the top management regarding the change management.
5. Identify different ways of motivation in order to improve the performance
6. Recognize the modern policies and practices of HRM.
7. Apply the knowledge of HRM in a real world of business.
8. Identify and analyze problems and issues of HRM.
9. Develop performance appraisal systems appropriate for the organization's competitive strategy.
10. Identify manpower planning models, data requirements and applications
11. Communicate effectively.
12. Work independently and a team.
13. Use available information technologies and information sources.
14. Work creatively.
15. Utilize time effectively.
16. Maintain professional and ethical responsibility.
17. Work in multi-disciplinary projects.
18. Make effective use of the available information technologies and sources.

Career opportunities for HRM professionals

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.