

Human Resource Management



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Reward – Performance Appraisal – HR Planning – Gallagher HR Estimator – Cohort Analysis – Recruitment – Yield – Ratio Analysis – Process of Selection, Placement and Orientation, Training Methods – Kirkpatrick and Pecuniary Utility Models of Training – MDP. **Unit 3** Introduction to HRD – HR Accounting – Lev and Schwartz, Flamholtz and Hermanson's Models – Audit, Research, Policies, Validity Generalization of HR – Career Planning – Greenhouse Career Development Model – Protean Career – Psychological Contract: Functions and Types – HR Utility Framework – Markov Employee Transition. **Unit 4** Dunlop's IR Model – Organogram – QWL – QC – Grievance Management – Labor Turnover and Stability Indices – Worker's Participation in Management – Bate's Brand Wheel for Employer Brand – Employee Engagement Index – Employee Value Proposition - Absence Management – Brand Factor. **Unit 5** HR Outsourcing – HR Issues in Mergers and Acquisitions – HR Six-Sigma Process – HR Index – HR – ROI – Job Diagnostic Model – Emotional Intelligence and Competencies at Work – Work Life Integration – Introduction to International HRM, Global HRM, and Strategic HRM – HR Scorecard – Paradox Theory as a Lens of Theorizing for Sustainable HRM – Sustainable HRM Model - Paauwe's – Paradox Framework for Sustainable HRM.

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