

# Swami Rama Himalayan University, Swami Ram Nagar, Jolly Grant, Dehradun-248016

**Subject Code: PHDMG112**

**Subject Name: Advances in Human Resource Management**

## **UNIT-I**

An overview of Human Resource Management, Framework of HRM in the present day corporate sector; Environmental scanning, building up skills for effective HR manager.

## **UNIT-II**

HRM in the Global Context, Retention Strategies – Need for Retention, Causes of attrition of managerial personnel in modern day service and manufacturing organizations. HRD Practices, HRD Audit, HRD Culture & Climate, Strategic HRD

## **UNIT-III**

Managing Change in Organizations. Emerging Issues in Performance Management – Rationale, Methods of Employee Stock Option Plans; Employee Empowerment. Human resource diversity and modern HRM challenges.

## **UNIT-IV**

Stress Management – Measurement and Coping strategies; Improving Quality of Work Life and its measures. Ethical Issues in Human Resource Management – Need and Implications of Ethics for Human Resource Management.

## **UNIT-V**

International Human Resource Management. Dynamics of HRM in Multinational Corporations. Cross Cultural HRM. Human Relations Challenges of the Future.

## **RECOMMENDED BOOKS**

1. Dessler, Garry and Varkkey (2011). *Human Resource Management*, 11<sup>th</sup> ed. Pearson Education – New Delhi
2. Sanghi, Seema (2011). *Human Resource Management*, McMillan – New Delhi
3. Aswathapa (2010). *Human Resource & Personnel Management*, 6<sup>th</sup> ed. Tata McGraw Hill – New Delhi.
4. Gomez-Mejia, Balkin and Cardy (2012). *Managing Human Resources*, 7<sup>th</sup> ed. Pearson Education – New Delhi
5. Rao, Subba (2013). *Personnel & Human Resource Management*, Text and Cases, Himalayan Publishing House – New Delhi.
6. Bhattacharya, D. (2009). *Human Resource Management*, 2<sup>nd</sup> ed. Excel Books – New Delhi.
7. Cascio, W.F. (2010). *Managing Human Resources*, 8<sup>th</sup> ed. Tata McGraw Hill – New Delhi
8. Sheikh, A.M. (1999). *Human Resource Development & Management*, S. Chand & Sons – New Delhi.

