Learning Objective: of this paper is to make students aware of how an organization acquires rewards, motivates, uses, and generally manages its people effectively. The course also introduces various practices and techniques for evaluating performance, coaching and mentoring people, and performing the wide range of other people related duties of a manager in today’s increasingly complex workplace.

UNIT 1: Human Resource Planning and Recruitment


UNIT 2: Direct and Indirect Compensation and Pay for Performance

UNIT 3: Training and Performance Appraisal


UNIT 4: Human Relations and Human Resource Management


UNIT 5: Leadership, Motivation, Empowerment, and Participation

(12 Hours) The nature of leadership, Behavioral approaches to leadership styles and Contingency approaches to leadership. Motivation – Motivational drives, Human needs – Theories of motivation and The Expectancy Model. The nature of Empowerment and Participation, participative process and impact on managerial power, programs for participation and case studies.

Suggested Readings: