



Name of Faculty: Dharmendra Kumar

Department: Management

Course Title: Human Resource Management

Course Number: **MBA110**

Semester/Section: Second Semester

Session: Jan 2018 to Aug 2018

Instruction Plan Details :

Lecture No.	Topics to be covered	References	Remarks		
Plan for course, to be covered before 1st sessional Exam					
UNIT I					
1, 2	Strategic importance of HRM	K.Aswothapa (30)			
3, 4, 5	HRM objectives				
	CASE STUDY & PRESENTATION – GP. A				
6, 7.	Responsibilities and competencies of HR professionals				
8, 9, 10.	HRM in globally competitive environment				
	CASE STUDY & PRESENTATION – GP. B				
11, 12, 13	Challenges to HR professionals, HR department operations				
	CASE STUDY & PRESENTATION – GP. C				
14, 15, 16	human resource planning – objectives and process; human resource information system				
UNIT II					
	CASE STUDY & PRESENTATION – GP. D				
17	Talent acquisition: Recruitment and selection strategies				
18	Career planning and management, Succession Planning				
19	Socialization and induction of new employees				
20, 21	Training and development, Investment in training, Training need assessment, Designing and administering training programme				
Plan for course, to be covered before 2ND sessional Exam					
	CASE STUDY & PRESENTATION – GP. E	K.Aswothapa (30)			
22, 23, 24	Executive development programme				
	CT1				
25, 26	Evaluation of T & D programme				
UNIT III					
27, 28	Appraising performance: Developing and instituting performance appraisal system				
	CASE STUDY & PRESENTATION – GP. F				
29, 30, 31, 32	Assessment and development centres, Potential appraisal				

	CASE STUDY & PRESENTATION – GP. G		
33, 34	Rewarding performance: Linking rewards to organizational objectives		
35, 36	Career planning and development		
	CASE STUDY & PRESENTATION – GP. H		
Plan for course, to be covered before 2ND sessional Exam			
37, 38,39	ESOP, Executive compensation, Designing and administering benefits and services		
	CASE STUDY & PRESENTATION – GP. I		
	UNIT IV		
40, 41, 42	HR in knowledge era: HR in knowledge industry, Knowledge Management	K.Aswathapa (30)	
	CASE STUDY & PRESENTATION – GP J		
43, 44	HR in virtual organizations, HR in mergers and acquisitions		
45, 46, 47	Outplacement, Outsourcing HR functions, employee leasing, HR audit, International HRM		
	CT 2		
	CASE STUDY & PRESENTATION – GP.K		
48	Revision		
49	Revision		
50	Revision		
	CASE STUDY & PRESENTATION – GP. L		
	Question Bank (Answers of Two Sessional exams)		

Signature of Faculty Member

HOD/Principal/Academic Coordinator

Date:

Case Study A - Impact of Regional Dominance of Employees on Selection Procedure at IOCL Mathura Refinery

Case Study B – HR Restructuring

Case Study C – Sources & Effects of Work Related Stress

Case Study C – Controversy around Kingfisher Airlines



DELHI COLLEGE OF TECHNOLOGY
MANAGEMENT(DCTM),
PALWAL

INSTRUCTIONAL PLAN

RECORD NO.: QF/ACD/009
Revision No.: 00

Name of Faculty: Dharmendra Kumar

Department: Management

Course Title: MPOB

Course Number: **BBA/GEN/201**

Semester/Section: Second Semester

Session: Jan 2018 to Aug 2018

Instruction Plan Details :

Lecture No.	Topics to be covered	References	Remarks		
Plan for course, to be covered before 1st sessional Exam					
UNIT I					
1, 2	concept, nature; evolution of management thoughts traditional, behavioural, system, contingency and quality viewpoints	K.Aswhatha (30)			
3, 4, 5	Managerial levels, skills and roles in an organization; Functions of Management: Planning, Organizing, Directing, Controlling, Problem solving and Decision making				
	CASE STUDY & PRESENTATION – GP. A				
6, 7.	managerial ethics and social responsibility				
8, 9, 10.	Management Information System (MIS).				
	CASE STUDY & PRESENTATION – GP. B				
11, 12, 13	Fundamentals of Organizational Behavior				
	CASE STUDY & PRESENTATION – GP. C				
14, 15, 16	Contemporary challenges of OB; Individual Processes and Behavior differences				
UNIT II					
	CASE STUDY & PRESENTATION – GP. D				
17	Values, Attitudes and Emotions, Perception- concept, process and applications				
18	Learning and Reinforcement; theories and applications;				
19	Motivation: concept,				
20, 21	Stress management				
Plan for course, to be covered before 2ND sessional Exam					
	CASE STUDY & PRESENTATION – GP. E				
22, 23, 24	Team Building; Conflict concept, sources, types, management of conflict;				
	CT1				

25, 26	Power and Political Behavior;		
	UNIT III	K.Aswathapa (30)	
27, 28	Interpersonal Processes- Work teams and groups- , Group cohesiveness,;		
	CASE STUDY & PRESENTATION – GP. F		
29, 30, 31, 32	Definition of Group, Stages of group development		
	CASE STUDY & PRESENTATION – GP. G		
33, 34	Rewarding performance: Linking rewards to organizational objectives		
35, 36	Types of groups, Group processes and Decision Making		
	CASE STUDY & PRESENTATION – GP. H		
Plan for course, to be covered before 2ND sessional Exam			
37, 38,39	Leadership: concept, function and styles		
	CASE STUDY & PRESENTATION – GP. I		
	UNIT IV		
40, 41, 42	Organizational Processes and structure: organizational design:	K.Aswathapa (30)	
	CASE STUDY & PRESENTATION – GP J		
43, 44	Concept, Nature, Resistance to Change,		
45, 46, 47	Change Management, Implementing Change and Organizational Development		
	CT 2		
	CASE STUDY & PRESENTATION – GP.K		
48	Revision		
49	Revision		
50	Revision		
	CASE STUDY & PRESENTATION – GP. L		
	Question Bank (Answers of Two Sessional exams)		

Signature of Faculty Member

HOD/Principal/Academic Coordinator

Date:

Case Study A - Impact of Regional Dominance of Employees on Selection Procedure at IOCL Mathura Refinery

Case Study B – HR Restructuring

Case Study C – Sources & Effects of Work Related Stress

Case Study C – Controversy around Kingfisher Airlines



DELHI COLLEGE OF TECHNOLOGY
MANAGEMENT(DCTM),
PALWAL

INSTRUCTIONAL PLAN

RECORD NO.: QF/ACD/009
Revision No.: 00

Name of Faculty: Dharmendra Kumar

Department: Management

Course Title: HRV

Course Number: **BBA-II-N-405**

Semester/Section: Fourth Semester

Session: Jan 2018 to Aug 2018

Instruction Plan Details :

Lecture No.	Topics to be covered	References	Remarks		
Plan for course, to be covered before 1st sessional Exam					
UNIT I					
1, 2	Human Rights movements in India,	K.Aswhatha (30)			
3, 4, 5	Classification of Human Rights and Relevant Constitutional Provisions to Right to Life CASE STUDY & PRESENTATION – GP. A				
6, 7.	Classification of Human Rights and Relevant Constitutional Provisions to Right to Life, Liberty and Dignity				
8, 9, 10.	Redressal Mechanisms for Human Rights Violations CASE STUDY & PRESENTATION – GP. B				
11, 12, 13	National Human Rights Commission and other Statutory Commissions, CASE STUDY & PRESENTATION – GP. C				
14, 15, 16	Media Advocacy,				
UNIT II					
	CASE STUDY & PRESENTATION – GP. D				
17	Creation of Human Rights Literacy and Awareness				
18	Violation of Human Rights by State. Nuclear Weapons and terrorism.				
19	Violation of Human Rights by Individuals and groups				
20, 21	Government systems for Redressal				
Plan for course, to be covered before 2ND sessional Exam					
	CASE STUDY & PRESENTATION – GP. E				
22, 23, 24	Concept of Human Values: Aim of education and value education;				
	CT1				

25, 26	Components of value education.		
	UNIT III	K.Aswathapa (30)	
27, 28	Character Formation Towards Positive Personality		
	CASE STUDY & PRESENTATION – GP. F		
29, 30, 31, 32	Truthfulness, Sacrifice,		
	CASE STUDY & PRESENTATION – GP. G		
33, 34	Sincerity, Self-Control, Altruism,		
35, 36	Tolerance, Scientific Vision;		
	CASE STUDY & PRESENTATION – GP. H		
Plan for course, to be covered before 2ND sessional Exam			
37, 38,39	Value Education towards National and Global Development,		
	CASE STUDY & PRESENTATION – GP. I		
	UNIT IV	K.Aswathapa (30)	
40, 41, 42	National Integration and international understanding.		
	CASE STUDY & PRESENTATION – GP J		
43, 44	Value based education		
45, 46, 47	Core Issues: Poverty, overpopulation, illiteracy, Problems of Unsustainable Development		
	CT 2		
	CASE STUDY & PRESENTATION – GP.K		
48	Revision		
49	Revision		
50	Revision		
	CASE STUDY & PRESENTATION – GP. L		
	Question Bank (Answers of Two Sessional exams)		

Signature of Faculty Member

HOD/Principal/Academic Coordinator

Date:

Case Study A – Case study on sati pratha

Case Study B – dalit movement

Case Study C – strike and lockout

Case Study C – Ethics