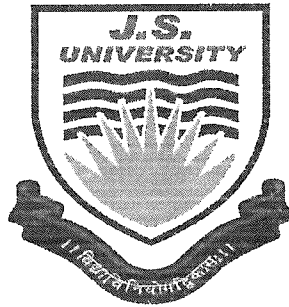


# **J.S. University, Shikohabad**

Established by UP Govt. Act No. 07 of 2015


Recognized by U.G.C. under section 2 (f) of Act-1956



## **Value Added Course**

### **(HUMAN RESOURCE MANAGEMENT)**

## **Faculty of Management**

	J.S. University, Shikohabad Faculty of MANAGEMENT	Value Added Course
		AY: 2018 (EVEN SEM)

## HUMAN RESOURCE MANAGEMENT

### **Learning Outcome:**


This course develops the concept of working in organization with people's to achieve common goals of organization. HR specialists and leaders need to understand business strategy so that they can help drive business success by engaging employees and by helping them develop and adapt in a constantly changing work environment.

**Duration:** 30 Hours.

### **Course Outcomes: -**

After completion of the course the student shall be able to:-

1. Student will able to understand the concept of true leadership in real life.
2. Student will able to find the ability in people regarding job hiring, recruitment.
3. Student will able to understand the concept of work force planning
4. Student can able to learn relationship skill in a organization.
5. Able to understand communicate with others in a organization.

	<p>J.S. University, Shikohabad Faculty of MANAGEMENT</p>	Value Added Course
		AY: 2018 (EVEN SEM)

## **Syllabus Outline**

### **Module 1 – Human Resource Development**

Human Resource Development Strategic Connection, Assessing Organizational Need, Learning Methodologies Career Development Leadership Development

### **Module 2 – Talent Acquisition Strategy and Succession Planning**

Talent & Organizational Connection Employment, Branding, Recruiting, Sourcing & Targeting, Interviewing, & Selection: Psychological Testing and Assessment, Onboarding, Succession Planning

### **Module 3 – Strategic Workforce Planning**

Understanding the Need for Workforce Planning, Determining Stakeholder Engagement, Supply and Demand Analysis, Gap and Solution Analysis, Implementation and Evaluation

### **Module 4 – Employee Engagement and Relations**

Understanding Your Organization, Employee Engagement, Employee Relations

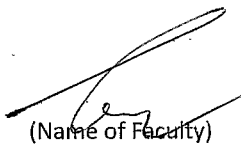
### **Module 5 – Total Rewards**

Introduction to Compensation, Legal Concepts that Impact Compensation, Designing a New Compensation Structure. Implementing, Administering, and Maintaining a Compensation System, Compensation Communication, Incentive Pay Compensation for M&A and International Assignments

	<b>J.S. University, Shikohabad</b> <b>Faculty of MANAGMENT</b>	<b>Value Added Course</b>
		AY: 2018 (EVEN SEM)

**References:-**

1. HR from the Outside In: Six Competencies for the Future of Human Resources.
2. The HR Scorecard.
3. Victory through Organization.
4. Predictive HR Analytics: Mastering the HR Metric.
5. The Talent Delusion.

  
(Name of Faculty)

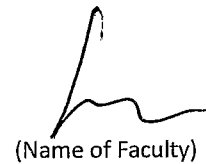
Course Coordinator

Dr. Sushli Mishra

  
(Name of Faculty)

Dean Academics

Dr. P. P. Singh

  
(Name of Faculty)

Director/Principle/Dean of  
Faculty/Department

Dr. Prasad Babu J