RAMAIAH UNIVERSITY OF APPLIED SCIENCES

Programme Specifications

MBA Programme

Programme: Human Resource Management	Department: Management Studies

Faculty of Management and Commerce

M.S. Ramaiah University of Applied Sciences

University House, New BEL Road, MSR Nagar, Bangalore – 560 054

www.msruas.ac.in

Programme Specifications: Human Resource Management

Faculty	Faculty of Management and Commerce (FMC)
Department	Management Studies
Programme	Human Resource Management
Dean of Faculty	Dr. H S Srivatsa
HOD	Dr. H S Srivatsa

1. **Title of the Award**

   M.B.A. in Human Resource Management

2. **Modes of Study**

   Full-Time ☒   Part-Time ☒

3. **Awarding Institution/Body**

   M.S. Ramaiah University of Applied Sciences – Bangalore, India

4. **Joint Award**

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5. **Teaching Institution**

   Faculty of Management and Commerce (FMC)

   M.S. Ramaiah University of Applied Sciences - Bangalore, India

6. **Date of Programme Specifications**

   September 2019

7. **Date of Programme Approval by the Academic Council of MSRUAS**

   September 2019

8. **Next Review Date**

   September 2021

9. **Programme Approving Regulatory Body and Date of Approval**

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10. **Programme Accrediting Body and Date of Accreditation**

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11. **Grade Awarded by the Accreditation Body**

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12. **Programme Accreditation Validity**

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13. **Programme Benchmark**

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14. **Rationale for the Programme**

Human Resource Management (HRM) deals with responsibilities, functions, behaviors and importance of employees. The world has become a global community making it possible for Human Resource (HR) to move across boundaries. As a result of globalisation, the world economy is interlinked and subject to regulation by international bodies. According to McKinsey's Survey 2012, the demand for employees in advanced economies is expected to increase by about 16 million over next six years. More and more people are working for international organisations and the labour force is becoming more culturally diverse and firms have to compete at global level. Hence, management of human resources is increasingly becoming crucial.

The economic growth of India has created unprecedented demand for talented and trained human resources. To meet this demand, the Government of India is encouraging private and public sectors to establish more management courses. The bustling activity in many Indian business sector organisations, indicate the criticality of managing the human resources in any organisation. Human Resource Specialists are in great demand for deploying their skills to hire, manage and retain talent in times of downturn as well as economic growth.

Karnataka State Level Skill Survey report highlights requirement of 3.5 million additional workforce by 2020. Sectors such as IT, fashion, manufacturing, retail, public and government etc. would require this infusion of workforces in order to match the growth. In addition, there is need for skilled HR professionals for competitive enterprises.

An organisation's success is critically dependent on effective management of its employees. It is increasingly vital to have skilled, committed and empowered employees in the challenging business scenario. The current developments in corporate social responsibility, talent and knowledge management are the topics of interest for research. The programme inculcates a research culture to innovate and adapt advanced human resource practices.

Higher requirement of quality human resources for managing organisations has led to increase in demand for HR personnel. Realising the vital need for adequately trained HR managers, M.S. Ramaiah University of Applied Sciences (MSRUAS) gives an ideal platform for the students by exposing them to different aspects of HRM and thereby expanding their horizon. The M.B.A. in HRM provides students with managerial, analytical skills and leadership skills that will enable them to inculcate best HR practices.

Ramaiah group is well known for its brand in higher education, aims to offer M.B.A. programme with interdisciplinary approach on industry relevant education. MSRUAS offers post graduate degree programme in M.B.A. with Human Resource Management specialisation, enrolls students from all over the world. The university is benefited by growing its expertise, breadth and depth of knowledge in global context. Further, the University has opportunity for collaborative research and industry relevant projects to resolve HR challenges.

The main strength of the University is the faculty. The strength of the faculties lies within its well qualified, experienced and student-friendly staff members. Our faculty members adopt innovative research philosophy, teaching excellence and insight of a wide range of management issues in their delivery. The in-house faculty members are well supported by the adjunct faculty members from overseas universities, industries and research establishments. University incorporates Industry visits and lectures from industry experts as an integral part of module delivery. In this regard, University has established good tie-up with around 100 industries to help students to identify and bridge the gap between academia and industry to resolve managerial problems. The University aims to focus its programmes on student- centric higher education so that graduates are equipped with both theoretical knowledge and practical skills expected by industry and business. In addition, the faculty curriculum has been designed considering feedback from various industries and foreign universities to make it more comprehensive.

15. **Programme Aim**

The aim of the programme is to create professional management graduates specialising in human resource management, who are able to identify talent, recruit, train, deploy, continuously motivate and retain the talent to achieve the stated business goals of the organisation.

16. **Programme Objectives**

The objective of this programme is to prepare students to look at their organizations from a system-wide perspective and apply strategic thinking and critical analysis and to provide students with opportunities throughout the program to apply their learning in current work environments. Emphasis is given on modern employment issues, industrial relations, current global trends and policies that affect personnel decisions.

The specific programme objectives are:
1. To provide a critical review of concepts and principles of management and human resources
2. To enhance the understanding of marketing strategy to achieve organisational goal
3. To analyse business and financial situation with a problem solving approach to face challenges
4. To appraise the relevant merits of decision making techniques to manage change
5. To develop an analytical understanding on Performance management, Job analysis and Training
6. To apply contemporary HR concepts and strategies for adapting strategic approach in managing people
7. To analyse legal and ethical issues to deal with employee grievances
8. To develop and manage team for better working in domestic and global environment
9. To train on relevant software to facilitate critical decisions making
10. To train the students in teamwork, lifelong learning and continuous improvement

17.   Intended Learning Outcomes of the Programme

The intended learning outcomes are listed under four headings:

1. Knowledge and Understanding, 2. Cognitive Skills, 3. Practical Skills and

4. Capability/ Transferable Skills.

17.1   Knowledge and Understanding

After undergoing this programme, a student will be able to:

KU1:   Discuss managerial concepts related to planning, development and management of human resources

KU2:   Discuss the key techniques of organisation development, performance management, human resource development

KU3:   Review range of skills to manage human capital in an organisation

KU4:   Discuss issues related to industrial relations and legal environment

17.2   Cognitive Skills

After undergoing this programme, a student will be able to:

CS1:   Develop plans for recruiting, training, managing and motivating multicultural teams

CS2:   Design and apply schemes for performance appraisal and career advancement of employees

CS3:   Design compensation packages within legal and ethical frameworks

CS4:   Design frameworks for implementing knowledge management and corporate social responsibility

17.3   Practical Skills

After undergoing this programme, a student will be able to:

PS1:   Identify requirement and availability of human resources

PS2:   Identify training needs and organise training courses and Management Development Programmes

PS3:   Address employee grievances, work-life-balance, safety, discipline, welfare and build human relationships

PS4:   Analysis and evaluation of human resource information data for orgnisational performance

17.4   Capability /Transferable Skills

After undergoing the programme, a student will be able to

TS1:   Evaluate and appraise on issues related to human resource management

TS2:   Continually improve themselves in changing business environment

TS3:   Present facts and finding preciously for organisational change and development issues for business success

TS4:   Work effectively in groups and lead teams

18. Programme Structure

The following are the modules a student is required to successfully complete for the award of the degree. The programme is delivered as per the Time-Table for every batch.

SEMESTER 1

		Course Designation	Course Title	Theory (h/W/S)	Tutorials (h/W/S)	Practical (h/W/S)	Total Credits	Marks
1		19MBA501A	Managerial Skills	3	--	--	3	100
2		19MBA502A	Human Resource Management	4	--	--	4	100
3		19MBA503A	Managerial Economics	3	--	--	3	100
4		19MBA504A	Managerial Accounts	4	--	--	4	100
5		19MBA505A	Marketing Management	4	--	--	4	100
6		19MBA506A	Operations Management	4	--	--	4	100
7		19MBA507A	Business Communication	3	--	--	3	100
8		19MBA508A	Review of Mathematics	3	--	--	3	100
		Total		28	-	-	28	800
		Total number of contact hours per week		28 hours				
		Number of credits can be registered		Minimum	24	Maximum		28

SEMESTER 2

		Course Designation	Course Title	Theory (h/W/S)	Tutorials (h/W/S)	Practical (h/W/S)	Total Credits	Marks
1		19MBA509A	Strategic Management	4	--	--	4	100
2		19MBA510A	Business Statistics & Analytics	4	--	--	4	100
3		19MBA511A	Management Information System	4	--	--	4	100
4		19MBA512A	Business Law	3	--	--	3	100
5		19MBA513A	Corporate Finance	4	--	--	4	100
6		19MBA514A	Ethics, CSR & Sustainability	3	--	--	3	100
7		19MBA515A	Entrepreneurship Development	4	--	--	4	100
		Total		26	-	-	26	700
		Total number of contact hours per week		26 hours				
		Number of credits can be registered		Minimum	22	Maximum		26

SEMESTER 3

		Course Designation	Course Title	Theory (h/W/S)	Tutorials (h/W/S)	Practical (h/W/S)	Total Credits	Marks
1		19HRM501A	MANPOWER PLANNING, RECRUITMENT AND SELECTION	3	-	-	3	100
2		19HRM502A	BUSINESS LEADERSHIP AND TEAM DYNAMICS	3	-	-	3	100
3		19HRM503A	STRATEGIC HRM (OC)	3	-	-	3	100
4		19HRM504A	COMPENSATION AND PERFORMANCE MANAGEMENT	3	-	-	3	100
5		19HRM505A	LEGAL ASPECTS OF HRM(EMPLOYEE RELATIONS)	3	-	-	3	100
6		19HRM506A	HR METRICS AND ANALYTICS	3	-	-	3	100
7		19HRM507A	INTERNATIONAL HRM (CROSS CULTURE MANAGEMENT)	3	-	-	3	100
8		19HRM598A	SUMMER INTERNSHIP[2,3]	-	-	6	6	100
			Total	**21**	**-**	**6**	**27**	**700**
		Total number of contact hours per week	27 hours					
		Number of credits can be registered	**Minimum**	**24**		**Maximum**		**27**

SEMESTER 4

		Course Designation	Course Title	Theory (h/W/S)	Tutorials (h/W/S)	Practical (h/W/S)	Total Credits	Marks
1		19MBA516A	Research Methodology	2	--	--	2	100
2		19OPM599A	Group Project[4]	--	--	5	5	100
3		19HRM600A	MBA THESIS PUBLICATION	-	-	14	14	200
			Total	**2**	**-**	**19**	**21**	**400**
		Total number of contact hours per week	21 hours					
		Number of credits can be registered	**Minimum**	**16**		**Maximum**	**21**	

Note:
1. The Vacations and other activities shall be as per the Time-Table for the corresponding batch
2. Students will undergo Summer Internship between 2nd and 3rd Semester
3. Summer Internship will be evaluated in the 3rd semester
4. Group Project will be initiated in Semester 3 and evaluated in Semester 4

Note: The Vacations and other activities shall be as per the Time-Table for the corresponding batch.

19. Programme Delivery Structure

A Programme is delivered as per the Time-Table for every batch.

20. Teaching and Learning Methods

1. Face to Face Lectures using Audio-Visuals
2. Workshops, Group Discussions, Debates, Presentations
3. Cases, Case study, Caselets
4. Demonstrations
5. Guest Lectures
6. Laboratory/Field work
7. Industry Visit
8. Seminars/Conferences
9. Group Exercises
10. Project Exhibitions
11. Management Festivals

21. Group Work

19HRM599A   Group Project

Students will carry out a group project and each group shall have up to five students. The purpose of group project is to develop business plan for societal and environmental benefits of new product/services. The students are required to analyse and validate the benefits of proposed business plan through appropriate research methodology. In addition, students are expected to prepare a report for assessment and intellectual property rights of complete work lies with the University. The students are required to sign an agreement before the commencement of the project. The project should be approved by a committee of examiners before starting the project. Students can choose from the projects database available with the concerned department. The details and evaluation procedure is provided in Operation Manual / Student Handbook.

22. MBA Thesis and publication

19HRM600A Student can choose a topic for Thesis in consultation with the Supervisor.

Journal / Conference Publication

A student is required to submit a paper for publication in a journal / conference which is approved by the Supervisor.

23.   Assessment and Grading

A module assessment will have two components:

Component – 1:

CE: 50% weightage

Course Leader can choose from the following at their discretion: Assignment/ Case Study discussion/ Surprise Quiz/ Field work/ Role play/ Poster presentation/ Group Discussion/ Video demonstration/ Write ups/ Debate / Term paper

SEE: 50% weightage

(Note: For more details on the break-ups, please refer to the Course Specifications)

A student is required to score minimum of 40% in SEE and overall 40% for successful completion of a course and earning the credits.

24.   Failure and Re-registration

1. A student having met attendance requirement but happens to get less than 40% in SEE and less than 40% overall will be given make up opportunity during Supplementary Term or when offered during regular semester.
2. A student, who fails to meet attendance criteria, has to Re-register when offered in the next opportunity.
3. The maximum number of such opportunities are limited and as per the Academic Regulations governing this Programme.

25.   Attendance

A student is required to have a minimum of 80% attendance to be eligible to write the examination and assignment submission. Less than 80% attendance is considered to be FAIL; such a student is required to follow the same procedure as that of a failed student.

Any condoning of shortfall of the attendance is as per the Academic Regulations for M.B.A. Programme.

26.   Award of Class

As per the Academic Regulations for M.B.A. Programme.

27.	**Student Support for Learning**

Student are given the following support:
1.	Reference Books in the Library
2.	Pre-reads and handouts
3.	Cases/ Case Study and Caselets
4.	Magazines and Journals
5.	Internet Facility
6.	Computing Facility
7.	Laboratory Facility
8.	Workshop Facility
9.	Staff Support
10.	Lounges for Discussions
11.	Any other support that enhances their learning

28.	**Quality Control Measures**

The following are the Quality Control Measures:
1.	Review of Lesson Plan and Course Pack at the Department Peer Level
2.	Review of Question Papers at the Department Level
3.	Student Feedback
4.	Opportunities for the students to see their assessed work
5.	Staff Student Consultative Committee Meetings
6.	Student Exit Feedback

29. Curriculum Map

	Knowledge and Understanding				Cognitive (Thinking) Skills (Critical, Analytical, Problem Solving, Innovation)				Practical Skills			
	KU1	KU2	KU3	KU4	CS1	CS2	CS3	CS4	PS1	PS2	PS3	PS4
19MBA501A	X	X	X					X	X			
19MBA502A	X	X	X	X	X	X	X		X	X	X	
19MBA503A	X								X		X	
19MBA504A	X		X				X					
19MBA505A			X									
19MBA506A	X								X			X
19MBA507A					X						X	
19MBA508A			X				X		X			X
19MBA509A	X	X					X		X	X		X
19MBA510A						X	X					X
19MBA511A			X									X
19MBA512A				X			X				X	
19MBA513A		X					X					
19MBA514A				X				X			X	
19MBA515A	X	X	X	X	X			X	X	X		X
19MBA516A			X		X	X						X
19HRM501A	X	X	X		X				X	X		X
19HRM502A	X	X	X				X			X	X	
19HRM503A	X	X	X		X			X		X		X
19HRM504A		X	X			X	X				X	X
19HRM505A				X			X	X			X	
19HRM506A	X	X	X		X	X			X	X		X
19HRM507A	X	X	X	X	X	X	X			X	X	X
19HRM598A	X	X	X	X	X	X	X	X	X	X	X	X
19HRM599A	X	X	X	X	X	X	X	X	X	X	X	X
19HRM600A	X	X	X	X	X	X	X	X	X	X	X	X

30. Capability / Transferable Skills Map

Module Code	Group work	Self -learning	Research Skills	Written Communication Skills	Verbal Communication Skills	Presentation Skills	Behavioural Skills	Information Management	Personal management/ Leadership Skills
19MBA501A	X	X		X	X	X	X	X	X
19MBA502A	X	X		X	X	X	X	X	X
19MBA503A		X		X		X		X	X
19MBA504A		X		X		X		X	X
19MBA505A	X	X	X	X	X	X	X	X	X
19MBA506A	X	X		X	X	X		X	X
19MBA507A	X	X		X	X	X	X	X	X
19MBA508A		X		X				X	X
19MBA509A	X	X		X	X	X	X	X	X
19MBA510A		X	X	X		X	X	X	X
19MBA511A	X	X		X		X	X	X	X
19MBA512A	X	X		X	X	X	X	X	X
19MBA513A	X	X		X	X	X	X	X	X
19MBA514A	X	X		X	X	X	X	X	X
19MBA515A	X	X		X	X	X	X	X	X
19MBA516A		X	X	X	X	X	X	X	X
19HRM501A		X	X	X	X	X	X	X	X
19HRM502A	X	X		X	X	X	X	X	X
19HRM503A	X	X	X	X	X	X	X	X	X
19HRM504A		X	X	X	X	X	X	X	X
19HRM505A	X	X	X	X	X	X	X	X	X
19HRM506A		X	X	X	X	X	X	X	X
19HRM507A	X	X	X	X	X	X	X	X	X
19HRM598A		X	X	X	X	X	X	X	X
19HRM599A	X	X	X	X	X	X	X	X	X
19HRM600A		X	X	X	X	X	X	X	X

31. **Co-curricular Activities**

Student are encouraged to take part in co-curricular activities like seminars, conferences, symposium, paper writing, attending industry exhibitions, project competitions and related activities for them to enhance their knowledge and network.

32. **Cultural and LiteraryActivities**

To remind and ignite the creative endeavors annual cultural festivals are held and the students are made to plan and organise the activities.

33. **Sports and Athletics**

Students are encouraged to develop a habit of taking part in outdoor and indoor games on daily basis.