

VICTORIA UNIVERSITY OF BANGLADESH

58/11/A, Panthapath, Dhaka-1205

Course Profile: Fall Semester 2016



Faculty	Business Administration		
Program	MBA/EMBA		
Course Code	MGT 680		
Course Title	Human Resources Management		
Course Instructor	<p>Md. Edrich Molla (Jewel) Lecturer, Department of Business Administration & Assistant Proctor Victoria University of Bangladesh E-Mail: jewelmolla77@gmail.com</p>		
Status	Compulsory		
Credit Hours	3 Credit hours		
Teaching Methodology	Class Attendance Work sheet Assignment Mid-Term Final Exam		
Evaluation Method	Class Attendance..... 05% Work Sheet/Presentation/Term paper..... 20% Assignment..... 10% Mid-Term..... 25% Final Exam.....40%		
Grading System	<p><u>Numerical Grade</u></p> 80% and above 75% to less than 80% 70% to less than 75% 65% to less than 70% 60% to less than 65 55% to less than 60 50% to less than 55 45% to less than 50 40% to less than 45 less than 40%	<p><u>Letter Grade</u></p> A+ (A Plus) A (A Regular) A- (A minus) B+ (B plus) B (B regular) B- (B Minus) C+ (C Plus) C (C Regular) D (D regular) F (Fail)	<p><u>Grade Point</u></p> 4.00 3.75 3.50 3.25 3.00 2.75 2.50 2.25 2.00 0.00
Course Objective	The student will be able to know overall management system of organization & Organizational Success through practicing proper mgt.		
Book (s)	1.Management : R.W. Griffin 2.Management : S.P. Robbins 3. TBA		

STUDENT RESPONSIBILITIES:

Students are required to complete a Term paper applicable to business. You should use the VUB Library databases & periodicals as the major source for finding the necessary information. All written assignments must conform to the appropriate elements of documentation and style there will also be a mid-term exam, and a final. The exams involve essay-type problems.

Lecture Plan of HRM 680

Lecture No.	Main Topic	Sub-topics
1 st	<u>Chapter 01 :</u> Nature of HRM	Concept, Theories, Function, Role, Importance, Principles, Human Resources as Organizational Core Competency, Current and Future HR Management Challenges
2 nd	<u>Chapter 02 :</u> Strategic HRM	Strategic Planning, Environmental Analysis, Global Competitiveness and Strategic HR, Strategic Challenges, Technology Challenges, Measuring Effectiveness of HR Initiatives
3 rd & 4 th	<u>Chapter 03:</u> Individual Performance & Retention	Nature of Equal Employment Opportunity, Diversity Training, Managing Other Discrimination Issues
5 th & 7 th	<u>Chapter 07:</u> Recruitment	Background Investigations, Selection and Placement, The Selection Process, HR Perspective: Electronic Assessments. Legal Concerns in the Selection Process
Class Test, Presentation and Assignment		
8 th	<u>Chapter 8:</u> Selecting & Planning HR	Selection and Placement, The Selection Process, Selection Testing, Selection Interviewing, Legal Concerns in the Selection Process
9 th	<u>Chapter 9:</u> Training HR	Training and HR, Organizational Strategy and Training, Training for Global Strategies, Planning for Training, Training Evaluation,
10 th & 12 th	<u>Chapter 11:</u> Performance Management	Nature of Total Rewards and Compensation, Legal Constraints on Pay Systems, Determining Pay Increases, HR Experiential Problem Solving
Mid Term Exam.		
13 th & 15 th	<u>Chapter 12:</u> Compensation Strategies	Definition, Incentives, Significance, Classical & Modern Theories, Process etc.
16 th & 18 th	<u>Chapter 14:</u> Employees Benefits	Benefits and HR Strategy, Benefits Management and Communications, Types of Benefits, Security Benefits, Retirement Benefits, Health Care Benefits
Class Test, Presentation and Assignment		

19 th & 21 st	Chapter 15: Health, Safety & Security	Current State of Health, Safety, and Security, Legal Requirements for Safety and Health, Safety Management, Employee Health, Security Concerns at Work.
22 nd & 24 th	Chapter 16: Rights & Disciplines	Employer and Employee Rights and Responsibilities, Rights Affecting the Employment Relationship, Managing Individual Employee and Employer Rights Issues, Balancing Employer Security and Employee Rights.
Final Exam		

Assignment Policy

Type of Assignment	No. of Assignment	Assignment Type	Marks for Each Assignment	Total Marks
Class Assignment	02	Group	2.5	2.5 X 2 = 5
	02	Individual	2.5	2.5 X 2 = 5
Term Paper	01	Group	10	10 X 1 = 10

Exam Policy

Exam	No. of Alternatives	Type of Question	To be Answered	Marks for Each Question	Total Marks
Mid Term Exam	07	Short	05	05	5 X 5 = 25
Final Exam	06	Broad	04	10	4 X 10 = 40
Class Test	<i>To be announced later</i>				

Reference Book:

Human Resource Management: L. Mathis & H. Jackson (10th Edition)

Instructions for Assignments & Term Paper:

To be announced in the class.

Examination Rules:

According to the existing Examination Policy of VUB.

Others:

Any other issues & queries related to the course will be discussed and explained as and when required.