

## **SW580 Human Resource Management and CSR**

### **Course Objective:**

- To develop an understanding on the HRM processes.
- To gather skills on the various sub systems of HRM
- To develop an understanding on organizational behaviour.
- To learn about CSR and its scope in socialwork practice

### **Learning Outcome:**

- Understand the HRM processes and the HRD theories
- Know the processes involved in staffing, recruitment, performance management and appraisal, compensation management and apply the same.
- Develop an insight on concepts of leadership, power and conflict, motivation and team work.
- Gather an understanding about CSR and learn to streamline CSR initiatives appropriately.

## **COURSE CONTENT**

### **Unit 1: Human Resource Management**

- Concept of HR Development- history
- Theories of HRD
- HRM process
- Strategy driven Human Resource Management
- Staffing; Recruitment; Selection; Development and Management; Performance management and appraisal; Compensation management.

### **Unit II: Organisational Behaviour**

- Organisational behaviour concept and background
- Personality dynamics; Group dynamics; Interpersonal communication
- Organisational culture; Organisational climate
- Talent management; Motivation; Leadership; Power and conflict; Teams and teamwork,

### **Unit III: Corporate Social Responsibility**

- Business Houses : concept, functions and services
- Corporate Social Responsibility : concept, services functions & stages
- Values , Ethics and Corporate Social Responsibility
- Stakeholders in CSR

- The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
- Roles, practices and challenges on CSR for governments, employers, workers and other actors
- Challenges in CSR
- Social Work and CSR
- Case Studies and Good Practices in India

### **Text Book:**

Robbins, S.P. and Judge, T.A. (2019). Essentials of Organizational Behavior. Pearson.

Torrington, D.(2013). Managing to Manage. Kogan Page.

### **Additional Reading**

Becker, B., Huselid, M., Ulrich, D., Brockbank, W. (2015). The H. R. Management (3 books collection). Harvard Business Review

Carnal, C. (2019). Managing Change. Routledge.

Christensen, R. (2005). Roadmap to strategic Human Resources. Amacom.

**Judge, M.C. & Judge, H. (2015).** Organization Development: A Practitioner's Guide for OD and HR **Kogan Page.**

Lawler, E.E. & Ulrich, D. (2008). Talent: Make people your competitive advantage. Jossey Bass.

Lussier, R.N. & Hendon, J.R. (2018). Human Resource Management. SAGE

Machado, C. & Devim, J.P. (2018). Organisational Behaviour and Human Resource Management. Springer.

Reed, S.M. & Ulrich, D. (2017). A guide to Human Resource Body of Knowledge. John Wiley and Sons.

Ulrich D., Allen, J., Brockbank, W., Younger, J., Nyman, M. (2012). H.R. from the Outside In. Tata McGraw- Hill