

Department of Food Sciences
University of the Punjab, Lahore
Course Outline



Programme	B.Sc. (Hons.) Food Science & Technology	Course Code	FST-401	Credit Hours	3(3-0)
Course Title	HUMAN RESOURCE MANAGEMENT				
Course Introduction					
<p>The core objective of his course is to prepare students for management of people at work . Additionally, this will address contemporary HR challenges, including workforce diversity, technological impacts, and globalization. By the end of the course, you will have a solid understanding of HRM practices and be equipped with the skills to manage human resources effectively within any organization.</p>					
Learning Outcomes					
<p>On the completion of the course, the students will:</p> <ol style="list-style-type: none"> 1. Understand he core function and concept of HRM 2. Differentiate between personal management and human resource management 3. Comprehend basic model and approaches in the field 					
Course Content				Assignments/Readings	
Week 1	Unit -I				
	1. 1 Introduction to HRM and its importance				
	1. 2 Evolution and history of HRM				
	1. 3 Key functions and roles of HRM				
Week 2	Unit-II				
	2.1 Definition and scope of Personnel Administration				
	2.2 Definition and scope of Human Resource Management				
Week 3	Unit-III				
	3. 1 Globalization and its impact on HR				
	3. 2 Technological advancements and HR challenges				

	3.3 Workforce diversity and inclusivity issues	
Week 4	Unit-IV 4.1 Recruitment and selection	
	4.2 Training and development	
	4. 3 Performance management and appraisal	
Week 5	Unit-V 5. 1 Classical and modern HRM philosophies	
	5.2 Strategic HRM and its philosophical underpinnings	
	5. 3 Ethical considerations in HRM	
Week 6	Unit-VI 6. 1 Concepts and importance of job design	
	6. 2 Job analysis techniques and methods	
	6. 3 Applications of job design and analysis in HRM	
Week 7	Unit-VII 7. 1 HR planning processes and strategies	
	7. 2 Recruitment methods and best practices	
	7. 3 Selection processes and tools	
Week 8	Unit-VIII 8. 1 Career development theories and models	
	8. 2: Implementing career planning programs	
	8. 3 Career counseling and mentoring	

Week 9	Unit-IX	
	9. 1 Needs assessment for training	
	9. 2 Designing effective training programs	
	9. 3 Evaluating training effectiveness	
Week 10	Unit-X	
	10. 1 Objectives and methods of performance appraisal	
	10. 2 Performance appraisal systems and tools	
	10. 3 Addressing common challenges in performance appraisal	
Week 11	Unit-XI	
	11. 1 Compensation strategies and frameworks	
	11. 2: Designing reward systems	
	11. 3 Legal and ethical considerations in compensation	
Week 12	Unit-XII	
	12. 1 Strategies for employee retention	
	12. 2 Building positive employee relation	
	12. 3 Handling employee grievances and conflicts	
Week 13	Unit-XIII	
	13. 1 Overview of Human Resource Management	
	13. 2 In-depth review of HR Functions	
	13. 3 Integrating various HR concepts and functions	

Week 14	Unit-XIV	
	14. 1 Case study analysis on HR challenges	
	14. 2 Practical applications of HR theories	
	14. 3 Group discussion on case studies	
Week 15	Unit-XV	
	15. 1 Preparation and guidance for projects	
	15. 2 Project presentations	
	15. 3 Feedback and discussions on projects	
Week 16	Unit-XVI	
	16. 1 Comprehensive review of all topics	
	16. 2 Q&A and exam preparation strategies	
	16. 3 Final assessments or exams	
Textbooks and Reading Material		
<ol style="list-style-type: none"> 1. Dessler, G. (2008). Human Resource Management, (11th Edition). 2. Mondy, R. & Noe, R. (2001). Human Resource Management (8th Edition), Prentice Hall, USA. 3. Fundamentals of Human Resource Management (8th Edition). By David A. Decenzo, Stephen P. Robbins. 		
Teaching Learning Strategies		
<ol style="list-style-type: none"> 1. Lectures 2. Discussions 3. Presentations 4. Quiz 5. Assignments 		
Assignments: Types and Number with Calendar		
<ol style="list-style-type: none"> 1. Create a comprehensive HR policy manual for a fictional or real company 2. Conduct a job analysis for a specific role within an organization 		

Assessment			
Sr. No.	Elements	Weightage	Details
1.	Midterm Assessment	35%	Written Assessment at the mid-point of the semester.
2.	Formative Assessment	25%	Continuous assessment includes: Classroom participation, assignments, presentations, viva voce, attitude and behavior, hands-on-activities, short tests, projects, practical, reflections, readings, quizzes etc.
3.	Final Assessment	40%	Written Examination at the end of the semester. It is mostly in the form of a test, but owing to the nature of the course the teacher may assess their students based on term paper, research proposal development, field work and report writing etc.