

Paper No- 16. Understanding Human Resource and Practices

Marks: 100 + 50 (practicum)

Contact Hours: 48

Objective: To help students understand the various processes and issues inherent in organizations related to human resources.

1. Selection and performance appraisal: a) Brief introduction to HR in the context of organizations; b) Selection: Brief introduction to selection, steps involved, selection devices; c) Performance Appraisal: Its relevance, methods, errors and biases, feedback of performance appraisal information to employees (12 hours)

2. Training and development: Process, models, techniques. (12 hours)

3. Corporate Social Responsibility, Organizational Citizenship Behavior, Stress and its management (10 Hours)

4. Organizational change and development: (a) Organizational change: Concepts, models (one specific model), Techniques (one technique for individual and one for group);(b) Organizational development: Concepts, models (one specific model), techniques (one technique for individual and one for group; Case studies in Indian context. (14 hours)

Practicum:

Students would be required to complete 4 practicum from any of the topics discussed in PSY 16 . Choice of practicum shall be left to the discretion of the colleges.

Readings:

1. Aamodt, M.G. (2001) Industrial/ Organizational Psychology. Thompson Wadsworth, a division of Thompson learning Inc. (Chapters: 7,8)
2. Chadha, N.K. (2005). Human Resource Management-Issues, case studies and experiential exercises.3rd edition. New Delhi: Sai Printographers (Chapters:1,6,7,9)
3. Jex, S.M. & Britt, T.W. (2008) Organizational Psychology: A Scientist-Practitioner Approach. 2nd ed. John Wiley and sons Inc. New York. (Chapters: 1,5,7,8,10,15)
4. Luthans,F. (2010) Organizational Behaviour. 12th Edition. McGraw Hill. (Chapters: 7,9)
5. Muchinsky, P.M. (2006) Psychology applied to work: An Introduction to Industrial and Organizational Psychology. NC : Hypergraphic press (Chapters: 4,6,7)
6. Pareek,U. (2010) Understanding Organizational Behaviour. Oxford: Oxford University Press. (Chapters: 25, 26)
7. Robbins, S.P., Judge T.A. and Sanghi, S. (2009) Organizational Behaviour. 13th ed. Pearson Education , Inc. (Chapters: 18,19)
8. Schlutz,D. and Schultz, S.E. (2006) Psychology and Work Today. 9th ed. New Jersey, Pearson Education Inc. (Chapters: 3,5,6,12)