Curriculum - 2017

BBA Hons (Accounting) Degree Program

Faculty of Management and Finance

University of Ruhuna

BBA 12033: Human Resource Management

Level: 1000   **Number of Credits** : 03

Course Description

Human resource management focuses on functions relating to managing human resources in an organization. This course enhances knowledge and understanding of the relevant theories, practices, models and techniques pertaining to functions of Human Resource Management.

Intended Learning Outcomes

At the end of this course, the student will be able to;

- Explain concepts, theories, models, functions, and techniques of HRM.
- Discuss the importance of HRM in achieving organizational goals and objectives.
- Apply knowledge on HRM functions to make managerial decisions pertaining to human resources.

Teaching/Learning Methods

Lectures, Group discussions, Workshops, Case studies and Seminars.

Methods of Assessment

In-course Assessments   : 30%
End Semester Examination   : 70%

Course Contents

1 Introduction to human resource management
2 Job Design and job analysis
3 Human Resource Planning
4 Recruitment and Selection
5 Employee hiring and Induction
6 Human Resource Development
7 Performance Evaluation
8 Career Management
9 Compensation Management
10 Employee movements
11 Health and Safety Management
12 Discipline Management
13 Grievances Handling
14 Labor-Management Relations

Recommended Readings

1 Dessler, G. (2016). Human Resource Management. (11th Ed). New Delhi: Prentice Hall.
2 Opatha, H.H.D.N.P. (2012). Human Resource Management, Sri Lanka: Author Publication.