**Objective**

The objective of this course is to help the students to acquire and develop decision-making skills in relation to managing people in organization and to create an understanding of the various policies and practices of human resource management.

**Contents**

UNIT–I
Human Resources Management; Nature, objectives and significance, Challenges facing HRM; HRM in changing role in India; functions of HRM-managerial and operative functions.

UNIT–II

UNIT–III
Manpower Training and Development-Concept and Objectives; methods for operatives training and Management Development Programmes; Determination of training needs.

UNIT–IV
Performance Appraisal System (PAS): Concept and needs, PAS methods, sources of employee appraisal system; Psychometric errors in employee performance ratings; Job Evaluation- nature and methods, Industrial Relation, concepts, conditions and causes for good and poor industrial relations, Grievance Mechanism System-Concept and Procedure.

**Suggested Readings**