

**BACHELORS WITH PUBLIC ADMINISTRATION AS MAJOR (CT – II)**  
**6<sup>th</sup> SEMESTER**

**PAD622J2 PUBLIC ADMINISTRATION \_ HUMAN RESOURCE MANAGEMENT IN PUBLIC ORGANISATION**

**CREDITS: THEORY: 4; TUTORIAL: 2**

**THEORY (04 CREDITS)**

**UNIT-1: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT IN THE PUBLIC SECTOR**

- Overview of HRM and its importance in Public Organizations.
- Key differences between HRM in the Public Sector and Private Sector.
- Public Sector: The Role of HRM.

**UNIT-2: RECRUITMENT AND SELECTION**

- Methods and best practices for Recruiting and Selecting employees in the public sector.
- Challenges of attracting talent to Public Organizations.
- Challenges in attracting qualified candidates to Public Sector roles.

**UNIT-3: CHANGE MANAGEMENT AND ORGANIZATIONAL DEVELOPMENT**

- Managing change in Public Organizations.
- The Role of HRM in fostering Organizational Development and Adaptability.
- HRM: Emerging trends in Public Sector

**UNIT-4: PERFORMANCE MANAGEMENT AND COMPENSATION**

- Performance appraisal systems in the Public Sector.
- Challenges in measuring performance and providing constructive feedback.
- Methods for linking performance to Organizational objectives

**TUTORIALS (2 CREDITS):**

***Discussion on***

How do recruitment and selection processes differ between the public and private sectors? What are some effective strategies for attracting top talent to public organizations?

- What challenges arise when managing performance in public organizations?
- How can public organizations encourage continuous learning and development among employees

**BOOKS RECOMMENDED:**

- Human Resource Management in Public Service: Paradoxes, Processes, and Problems" by Evan M. Berman, James S. Bowman, Jonathan P. West, and Montgomery Van Wart.
- Public Personnel Administration" by S.L. Goel and Shalini Rajneesh
- Public Personnel Management and Public Policy" by Dennis D. Riley and William F. Cascio
- Administrative Reforms in India: An Historical Perspective" by Ramesh K. Arora and Rajni Goyal
- The New Public Service: Serving, Not Steering" by Janet V. Denhardt and Robert B. Denhardt
- Public Sector Employment in the Twenty-First Century" edited by Marilyn Pittard and Philippa Weeks
- Recruitment and Selection in Public Sector Organizations: An Analytical Study" by Gary B. Palmer and Daryl S. Paul
- Human Resource Management in India: Evolution and Challenges" edited by Arup Varma and Pawan S. Budhwar
- Human Resource Management in the Indian Public Sector: Challenges and Opportunities" by Sudhir Kumar and Prashant Sharma
- Public Administration in India: Structure, Process, and Behaviour" by M. Laxmikanth