



# Lesson Plan

**Course: Industrial Relations & HRM (PEC805)**

**Program: B.E (Production Engg.) VIII Sem. CBSGS**

**Academic Year : 2018-19**

**Course Instructor  
Miriyala VeeraBhadraRao**

Course Code	Course Name	Examination Scheme							
		Theory					Term Work	Pract./ Oral	Total
		Internal Assessment			End Sem. Exam.	Exam. Duration (in Hrs)			
		Test1	Test2	Avg.					
PEC805	Industrial Relations and Human Resource Management	20	20	20	80	03	--	---	100

  

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From Univ. of Mumbai portal

## References

1. *Personnel Management and Human Resources*, C.S. Venkataratnam, B,K, Srivastava
2. *Principles of Management*, P.C. Tripathi, P.N. Reddy
3. *Industrial and Business Management*, Martand T. Teslang
4. *Organization Behavior; Text and cases*, Uma Sekram
5. *Organizational Behavior*, F. Luthans
6. *Personnel Management*, C.B. Memoria.
7. *Factory Administration and Management*, A.S.Deshpande.
8. *The Change in world of the Executive*, Peter Drucker.
9. *In search of excellence*, Tom Peter and R, H.Waterman Harper.



# Lesson Plan (Cont'd)

## **Course: Industrial Relations & HRM (PEC805)**

### **Objectives :**

1. To get an exposure to aspects pertaining to human resource and its relevance in industry.
2. To focus on the behavioral aspects and industrial relations.
3. To get exposure to management of Human resources.

### **Outcomes:** Learner will be able to...

1. Appreciate human resource as the most vital resource of an organization.
2. Develop skills in identifying, planning, and deploying of man power.
3. Develop inter personal and communication skills.
4. Develop skills in identifying training needs of employs at different levels.

### **Evaluation method:**

1. Midterm tests
2. Questionnaire session in the class
3. Comprehensive final exam

*From Univ. of Mumbai portal*

### **Theory Examination :**

**In question paper weightage of each module will be proportional to number of respective lecture hours as mention in the syllabus.**

1. Question paper will comprise of 6 questions, each carrying 20 marks.
2. Question number 1 will be compulsory and based on maximum contents of the syllabus
3. Remaining questions will be mixed in nature (for example, if Q.2 has part (a) from module 3 then  
part (b) will be from other than module 3)
4. Total four questions need to be solved.

# Lesson Plan (Cont'd)

## **Course: Industrial Relations & HRM (PEC805)**

<b>Evolution and Developments of thought</b>	(2.07.18 - 15.07.18)
Evolution of managements thought, behavioral, contingency and Contemporary management approach.	
<b>Organization structure</b>	(16.07.18 - 22.07.18)
Definition, need, types of organizational responsibility, authority, accountability, delegation and span of control.	
<b>Decision Making</b>	(23.07.18 - 29.07.18)
Types of decision, steps in rational decision making.	
<b>Functions of personnel Management</b> Managerial and operative functions.	
<b>Communication</b>	(30.07.18 – 05.08.18)
Significance of communication, Principles of effective communication and Barriers of communication.	
<b>Leaderships</b>	(06.08.18 - 12.08.18)
Different styles of leadership and their suitability, Empowering employees and Manager as a leader.	
<b>Human Behavior</b>	(13.08.18 - 19.08.18)
Perception, attitude, Groups, Types of groups, Groups behavior, Morale and Job satisfactin.	
<b>Motivation</b>	(20.08.18 – 02.09.18)
Theories of Motivation, Job design, Job enlargement and enrichment, Difference between manipulation & motivation and Performance appraisals.	
<b>Human resource development</b>	(03.09.18 – 9-09.18)
Human resource planning, Job description, Job analysis and job evaluation, Recruitment and selection procedure.	
(10.09.18 - 23.09.18) Training and Development: Concepts and difference between training and development, Identification of training needs at different levels, Methods, Steps and Types of training.	
Promotion: Basis for promotion and their merits and demerits. Retaining of human resource: Safety, steps in safety programme, Occupational hazards, and Accident preventio	
<b>Compensation and salary Administration:</b>	( 24.9.18- 7.10.18)
Factory act, Industrial dispute act, Salary and wage fixation and Workman's compensation act.	
Employee grievances, Machinery for addressing grievances, Collective bargaining, Industrial relations, Trade unions and managing Conflicts.	

List of Cos	Statement of CO
	1. Slight (Low) 2. Moderate (Medium) 3. Substantial (High)
PEC805.1	Learner will be able to appreciate human resource as the most vital resource of an organization
PEC805.2	Learner will be able to develop skills in identifying, planning and deploying of manpower
PEC805.3	Learner will be able to develop interpersonal and communication skills
PEC805.4	Learner will be able to develop skills in identifying training needs of employment at different levels.

#### Statements of POs

1	Engineering knowledge	Apply the knowledge of mathematics, science, engineering fundamentals, and an engineering specialization to the solution of complex engineering problems.
2	Problem Analysis	Identify, formulate, review research literature, and analyze complex engineering problems reaching substantiated conclusions using first principles of mathematics, natural sciences, and engineering sciences.
3	Design, Development of solutions	Design solutions for complex engineering problems and design system components or processes that meet the specified needs with appropriate consideration for the public health and safety, and the cultural, societal, and environmental considerations.
4	Conduct Investigation of complex problems	Use research - based knowledge and research methods including design of experiments, analysis and interpretation of data, and synthesis of the information to provide valid conclusions.
5	Modern Tool Usage	Create, Select, and apply appropriate techniques, resources, and modern engineering and IT tools including prediction and modeling to complex engineering activities with an understanding of the limitations
6	The Engineer and society	Apply reasoning informed by the contextual knowledge to assess societal, health , safety, legal and cultural issues and the consequent responsibilities relevant to the professional engineering practice.
7	Environment and sustainability	Understand the impact of the professional engineering solutions in societal and environmental contexts, and demonstrate the knowledge of, and need for sustainable development.
8	Ethics	Apply ethical principles and commit to professional ethics and responsibilities and norms of the engineering practice.
9	Individual and team work	Function effectively as an individual, and as a member or leader in diverse teams, and in multidisciplinary settings.
10	Communication	Communicate effectively on complex engineering activities with the engineering community and with society at large, such as , being able to comprehend and write effective reports and design documentation, make effective presentations, and give and receive clear instructions.
11	Project management and finance	Demonstrate knowledge and understanding of the engineering and management principles and apply these to one's own work, as a member and leader in a team, to manage projects and in multidisciplinary environments.
12	Life-long learning	Recognize the need for, and have the preparation and ability to engage in independent and life-long learning the broadest context of technological change.

#### Statements of PSOs

1	PSO1	Acquire practical experience in solving real life industrial problems in manufacturing
2	PSO2	Acquire acquaintance with new technologies in manufacturing , computational techniques of simulation and analysis

Sr.No		Weightage	CO1	CO2	CO3	CO4
1	Direct Assessment	INTERNAL TEST	0.6			
2		UNIVERSITY EXAM	0.4			
3	Indirect Assessment	COURSE EXIT SURVEY	1			
		Co Attainment Through Direct Assessment	0.6*IST+0.4*UNIV.EXAM			
		Co Attainment Through In-direct Assessment	1*COURSE EXIT SURVEY			
		Final CO Achivement	0.8*(Co Attainment Through Direct Assessment)+0.2*(CO Attainment Through In-direct Assessment)			