

Course title: Infrastructure organization and HR				
Course code: BSI 182	No. of credits: 3	L-T-P distribution: 42-0-0	Learning hours: 42	
Pre-requisite course code and title (if any):				
Department: Department of Business Sustainability				
Course coordinator (s): Dr. Ritika Mahajan			Course instructor (s): Dr. Ritika Mahajan	
Contact details: ritika.mahajan@teriuniversity.ac.in				
Course type	Core	Course offered in: Semester 2		
Course description The objective of this course is to teach basic principles of management- how an organization acquires, rewards, motivates, retains, and generally manages its people effectively. The course will introduce students to practices and techniques for performing a wide range of people related duties in today's increasingly complex workplace with special reference to infrastructure business.				
Course objectives In context of the above course description, the objectives are: <ul style="list-style-type: none"> • To prepare students for various roles of a manager and their need/ relevance to the sustainability of organizations • To develop capability in students to understand HR issues in organizations and make appropriate choices • To help students gain an appreciation of issues related to individual and group behavior in organizations 				
Course content				
Module	Topic	L	T	P
1.	Introduction to Business and Management: An Overview	2	0	0
2.	Understanding an Organization and Forms of Business Organizations with emphasis on Infrastructure Business in the Indian context	2	0	0
3.	Functions of Management: Planning, Organizing, Staffing, Coordinating and Controlling	5	0	0
4.	Decision Making Process and Tools	2	0	0
5.	Management Environment	2	0	0
6.	Corporate Social Responsibility	2	0	0
7.	Ethics in Management	2	0	0
8.	Manager's role as a Change Agent: Models of Change Management, Resistance to change and other issues involved	2	0	0
9.	Understanding Human Resource Management: Need , Relevance and Changing Nature of Human Resource Management	2	0	0
10.	Employee Selection, Socialization and Exit: Human Resource Planning, Job Design and Analysis, Employee Entry, Induction, Training, Socialization, Managing Exit, Managing Contract Labour	4	0	0
11.	Managing Employee Performance: Performance Management System- Remuneration, Appraisal and Feedback, Grievance Handling and Stress Management	3	0	0
12.	Understanding Individual Behaviour : Perception, Attitudes, Values, Personality, Emotional Quotient, Motivation	6	0	0
13.	Understanding Group Behaviour : Group Dynamics, Team Building, Leadership, Conflict Management	6	0	0
14.	Organization Structure and Culture: Meaning, Impact and Inter-relationship	2	0	0
	Total	42	0	0

Evaluation criteria

▪ Assignment/Presentation	30%
▪ Mid-Term (closed-book)	30%
▪ End-term (closed-book)	40%

Learning outcomes

By the end of the course, students are expected to be able to:

- demonstrate a general knowledge framework and understanding of key functions in management as applied in practice;
- identify and appreciate issues related to human resource management in organizations; and
- have some understanding of individual and group behaviour to work effectively with others.

Pedagogy

The course will be delivered through lectures and discussion of case studies, research papers and articles from the infrastructure sector.

Materials

Reading material to be distributed by faculty.

Books:

Koontz, H and Wehrich, H, Essentials of Management, Tata McGraw Hill
Robbins, SP and Coulter, M, Management, Prentice Hall
Koontz, H, Principles of Management, Tata McGraw-Hill
Robbins, SP, Organizational Behaviour, Prentice Hall
Aswathappa, K, Organizational Behaviour, Himalaya Publishing House
Dessler, G, Human Resource Management, Prentice Hall
Decenzo, DA and Robbins, SP, Fundamentals of Human Resource Management, Wiley

Suggested Readings:

Franken, A., Edwards, C. and Lambert, R. (2009). Executing Strategic Change. Available at: <http://algu.weebly.com/uploads/1/9/2/4/1924527/stra.mgtcase2.pdf>

Lengnick-Hall M.I. et al. (2009), Strategic human resource management: The evolution of the field. Available at: <http://www.sciencedirect.com/science/article/pii/S1053482209000035>

Stone DL and Deadrick DL (2015). Challenges and opportunities affecting the future of human resource management. Available at: <http://www.sciencedirect.com/science/article/pii/S1053482215000042>

Milkman, KL, Chugh, D and Bazerman, MH (2008). How can decision making be improved? Available at: <http://www.hbs.edu/faculty/Publication%20Files/08-102.pdf>

Hart, SL and Milstein, MB (2003). Creating Sustainable Value. Available at: <http://www.stuartlhart.com/sites/stuartlhart.com/files/creatingsustainablevalue.pdf>

Mahajan, R (2015). Corporate Social Responsibility In India: Revisiting Carroll's Pyramid and the Road Ahead, Available at: <http://www.pbr.co.in/March2015/12.pdf>

Jones, D (2016). The Future of Performance Management Beyond Appraisal. Available at: <http://www.emeraldinsight.com/doi/full/10.1108/SHR-02-2016-0008>

Drucker, P (1992). Managing Oneself. Available at: <http://academic.udayton.edu/LawrenceUlrich/LeaderArticles/Drucker%20Managing%20Oneself.pdf>

Mintzberg, H. (1990). Manager's Job: Facts and Folklore. Available at: <http://rafael.glendale.edu/ppal/Busad%20101/mintzbergmar1990.pdf>

Catmull, E and Wallace, A, Creativity Inc., Random House

Creative Unity by Rabindra Nath Tagore

Biographies (Steve Jobs, Elon Musk etc.)

Additional information (if any)
Student responsibilities

Course reviewers:

Kumkum Bharti
IIM Kashipur

Umesh Bamel
IIM Raipur