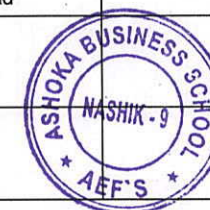


Ashoka Education Foundation's
Ashoka Business School
Near Suman Petrol Pump, Mumbai-Agra Highway, Ranenagar
Academic Year AES 2018-2019

Semester : SEM - 2
Subject Code : 2C3
Subject Name : Human Resources Management
Faculty Name : Dr. Vikas Gaundare

No of Lectures as per University : 1
No. of Lectures : 0
Course : MBA01

Unit No.	Session No.	Sub Topic	Teaching Methodology	Additional Input Planned					Remark
				Research Papers Discussed	Activities Planned/AV Inputs	Case Study/Programs Planned	Reference Book/Website	Others	
1	1	Introduction, HRM	PPT and Lecture	NA		NA	NA	NA	
	2	Nature of HRM, Scope of HRM,	Group Method with PPT & Lecture			Case Study on HRM Global Competitiveness	Human Resources Management by Gary Dessler	Assignment 1	
	3	HRM Functions & Policies	Group Method with PPT & Lecture			NA			
	4	SHRM, Nature of SHRM,	Group Method with PPT & Lecture			NA			
	5	SHRM Model - The Integrated system model	Group Method with PPT & Lecture			NA			
2	6	Job Analysis, Job Design	Group Method with PPT & Lecture			NA			
	7	Job characteristics model	Group Method with PPT & Lecture						
	8	HR Planning Basics	Group Method with PPT & Lecture						
	9	Preparing manpower inventory	Group Method with PPT & Lecture			NA			
	10	Recruitment-Basics	Group Method/Participative Method		Writing Job Description	NA	Human Resources Management by L.M.Prasad	Mid Term	
	11	Labour markets and recruitment,	Group Method/Participative Method			Case Study on Recruitment issues			
	12	Recruiting Source choices: internal vs. external	Group Method/Participative Method			NA			



Ashoka Education Foundation's
Ashoka Business School
Near Suman Petrol Pump, Mumbai-Agra Highway, Ranenagar
Academic Year ABS 2018-2019

Semester : SEM - 2
Subject Code : 203
Subject Name : Human Resources Management
Faculty Name : Dr. Vikas Gaundare

No of Lectures as per University : 1
No. of Lectures : 0
Course : MBA01

Unit No.	Session No.	Sub Topic	Teaching Methodology	Additional Input Planned					Remark
				Research Papers Discussec	Activities Planned/A/V Inputs	Case Study/Programs Planned	Reference Book/Website	Others	
2	13	Career & Succession Planning	Group Method/Participative Method			NA			
	14	Concept of Training	Group Method/Participative Method			NA			
3	15	Difference- Training & Devpt	Group Method/Participative Method			Case on Training Effectiveness		Case Study	
	16	Need, Benefits of Training	Group Method/Participative Method		Kirk Patric Model	NA			
	17	Nature & Process of Training	Group Method/Participative Method			NA	Human Resources Management by L.M.Prasad		
	18	Training Need Assessment	Group Method/Participative Method			NA			
	19	Designing Training Program	Group Method/Participative Method			NA			
	20	Implementing Training Prog.	Group Method/Participative Method			NA			
	21	Training Evaluation	Group Method/Participative Method			NA			



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 Academic Year ABS 2018-2019

Semester : SEM - 2

Subject Code : 203

Subject Name : Human Resources Management

Faculty Name : Dr. Vikas Gaundare

No of Lectures as per University : 1

No. of Lectures : 0

Course : MBA01

Unit No.	Session No.	Sub Topic	Teaching Methodology	Additional Input Planned					Remark
				Research Papers Discussed	Activities Planned/A/V Inputs	Case Study/Programs Planned	Reference Book/Website	Others	
4	31	Perfo. Based Compensation	Group Method/Participative Method			NA			
	32	Team based Incentives	Group Method/Participative Method			NA			
	33	Training & development of International staff	Group Method/Participative Method			NA		Group Presentations	
	34	Compensation issues	Group Method/Participative Method			NA			
	35	Performance management issues, Performance Mgt in Strategy	Group Method/Participative Method			NA			
5	36	Concept & Nature of E R, Organizing Entry & Employee Status	Group Method/Participative Method			NA			
	37	Flexible Work Arrangement	Group Method/Participative Method			NA			
	38	Employee Survey, Handbooks, Violations of Policies	Group Method/Participative Method			Case Study on Employee Relations		GD	
	39	IR & Disputes, Procedures, Grievance Procedure	Group Method/Participative Method		Writing Termination, Resignation Letters	NA	Human Resources Management by LM Prasad		



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Academic Year ABS 2018-2019

Semester : SEM - 2
Subject Code : 203
Subject Name : Human Resources Management
Faculty Name : Dr. Vikas Gaundare

No of Lectures as per University : 1
No. of Lectures : 0
Course : MBA01

Unit No.	Session No.	Sub Topic	Teaching Methodology	Additional Input Planned					Remark
				Research Papers Discussed	Activities Planned/A/V Inputs	Case Study/Programs Planned	Reference Book/Website	Others	
3	22	Management Devpt. Prog.	Group Method/Participative Method			NA			
	23	Difference between Training & MDP	Group Method/Participative Method			NA			
	24	Methods of Training & MDP	Group Method/Participative Method			NA			
	25	Performance-Why to Measure?	Group Method/Participative Method			NA			
	26	Use of Perfo. Data	Group Method/Participative Method			NA			
4	27	Performance Feedback	Group Method/Participative Method			NA			
	28	Methods for Perfor. Appraisal-Traditional	Group Method/Participative Method			NA			
	29	Methods for Perfor. Appraisal- Modern	Group Method/Participative Method			NA	Human Resources Management by Mirza & Zaiyadin		
	30	Compensation-Concept & Trends	Group Method/Participative Method			Case Study on Performance Appraisal & Problems			



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Semester : SEM - 2
Subject Code : 203
Subject Name : Human Resources Management
Faculty Name : Dr. Vikas Gaundare

No of Lectures as per University : 1
No. of Lectures : 0
Course : MBA01

Unit No.	Session No.	Sub Topic	Teaching Methodology	Additional Input Planned					Remark
				Research Papers D scussed	Activities Planned/A/V Inputs	Case Study/Programs Planned	Reference Book/Website	Others	
4	40	Termination & Resignation, Downsizing, Lay Offs, Retirement Strategy	Group Method/Participative Method			NA			

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Ashoka Education Foundation's
Ashoka Business School
Near Suman Petrol Pump, Mumbai-Agra Highway, Ranenagar
Academic Year AES 2018-2019

Semester : SEM - 4
 Subject Code : 407 HR
 Subject Name : Employee Reward Management
 Faculty Name : Dr. Vikas Gaundare

No of Lectures as per University : 1
 No. of Lectures : 0
 Course : MBA01

Unit No.	Session No.	Sub Topic	Teaching Methodology	Additional Input Planned					Remark
				Research Papers Discussed	Activities Planned/A/V Inputs	Case Study/Programs Planned	Reference Book/Website	Others	
1	1	Introduction to Subject	Demonstration, Simulation & Practical						
	2	Definition, Aims of Reward Mgt & Achieving Aims	Group Method, Simulation & Practical				A Handbook of Employee Reward Management and Practice by Michel Armstrong	Case Study	
	3	Reward System and its elements, factors affecting it	Group Method, PPT & Lecture			Case on Employee Rewards			
	4	Policy & Practice of Reward Mgt	Group Method, PPT & Lecture						
	5	Impact of External & Internal Environment on Reward Mgt	Group Method, PPT & Lecture						
2	6	Types of grades and pay structures,	Group Method, PPT & Lecture						
	7	Developing grade and pay structures	Group Method, PPT & Lecture						
	8	Individual Pay	Group Method, PPT & Lecture					Assignment	
	9	Team Pay	Group Method, PPT & Lecture						
	10	Paying for Organizational Perfo	Group Method, PPT & Lecture				Personnel and Human Resource Management by George T Milkovich		



Ashoka Education Foundation's
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Near Suman Petrol Pump, Mumbai-Agra Highway, Ranenagar
Academic Year ABS 2018-2019

Semester : SEM - 4
Subject Code : 407 HR
Subject Name : Employee Reward Management
Faculty Name : Dr. Vikas Gaundare

No of Lectures as per University : 1
No. of Lectures : 0
Course : MBA01

Unit No.	Session No.	Sub Topic	Teaching Methodology	Additional Input Planned					Remark
				Research Papers Discussed	Activities Planned/A/V Inputs	Case Study/Programs Planned	Reference Book/Website	Others	
2	11	Revision of Topic	Group Method, PPT & Lecture						
3	12	Rewarding directors	Group Method, PPT & Lecture						
	13	Rewarding Senior Executives	Group Method, PPT & Lecture		Preparing Reward Structure for Sales Staff		Personnel and Human Resource Management by George T Milkovich	Presentation	
	14	International Rewards	Group Method, PPT & Lecture						
	15	Rewarding Sales & Customer Service Staff	Group Method, PPT & Lecture						
	16	Rewarding Knowledge Workers	Group Method, PPT & Lecture						
	17	Revision of Topic	Group Method, PPT & Lecture						
4	18	Impact of Trade Union on reward determination	Group Method, PPT & Lecture						
	19	Unions and alternative reward system	Group Method, PPT & Lecture						
	20	Govt. & Legal Issues in Reward System	Group Method, PPT & Lecture			Case on Union & Reward System	Personnel Management Text and Cases by C B Mamoria	Case Study	
	21	Indian Reward System	Group Method, PPT & Lecture						



Ashoka Education Foundation's
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Near Suman Petrol Pump, Mumbai-Agra Highway, Ranenagar
 Academic Year ABS 2018-2019

Semester : SEM - 4
 Subject Code : 407 HR
 Subject Name : Employee Reward Management
 Faculty Name : Dr. Vikas Gaundare

No of Lectures as per University : 1
 No. of Lectures : 0
 Course : MBA01

Unit No.	Session No.	Sub Topic	Teaching Methodology	Additional Input Planned					Remark
				Research Papers Discussed	Activities Planned/A/V Inputs	Case Study/Programs Planned	Reference Book/Website	Others	
4	22	Working Culture of Managers	Group Method, PPT & Lecture						
5	23	Studying Organizational Reward System of various companies like Manufacturing/Services by the students	Group Method, PPT & Lecture		Expert Lecture from Industry Personnel on Reward System		A Handbook of Employee Reward Management and Practice by Michel Armstrong	Presentations	
	24	Studying Organizational Reward System of various companies like Manufacturing/Services by the students	Group Method, PPT & Lecture						
	25	Studying Organizational Reward System of various companies like Manufacturing/Services by the students	Group Method, PPT & Lecture						

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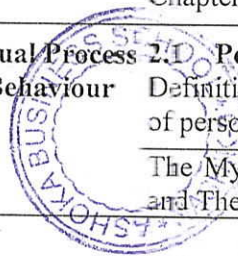
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 Academic Year 2018-19

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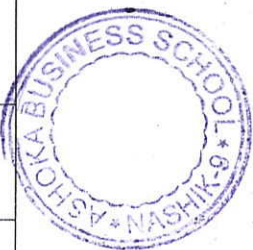
Semester : I
 Subject Code : 105
 Subject Name : Organizational Behaviour
 Faculty Name : Dr. Vikas Gaundare

No. of Lectures as per SPPU : 45
 No. of lectures : 48
 Course : MBA

Session No.	Main Topic	Sub Topic	Teaching Methodology	Additional Input Planned					Assessment Pattern
				Research Papers Discussed	Activities Planned / A/V Inputs	Case Study / Programs Planned	Reference Book / Website	Others	
1	Fundamentals of OB	Definition, scope and importance of OB	Group Method With PPT and Lecture	https://www.macmillanihe.com/resources/sample-chapters/9781137429445_sample.pdf	Nil	Nil	Understanding OB by Uday Pareek	Nil	Assignment
2									
3-4		Relationship between OB and the individual							
5									
6		Evolution of OB							
7		Theoretical framework (cognitive, behaviouristic and social cognitive)							
8		Limitations of OB							
9		Chapter Revision							
9 10		Individual Process and Behaviour							



11	Significant personality traits suitable to the workplace (personality & job – fit theory),	Group Method With PPT and Lecture	Nil	on Personality	Janakiram, Ravindra and Shubha Murlidhar	Nil	Assignment
12	Personality Tests and their practical applications,						
13	Johari Window: Definition Attitude Importance of attitude in an organization, Right Attitude,						
14	Relationship between behaviour and attitude, Developing Emotional intelligence at the workplace, Job attitude, Barriers to changing attitudes						
15	2.2 Perception: Meaning and concept of perception, Factors influencing perception, Selective perception,						
16	Attribution theory, Perceptual process, Social perception (stereotyping and halo effect).						
17	2.3 Motivation: Definition & Concept of Motive & Motivation, The Content Theories of Motivation (Maslow's Need Hierarchy & Herzberg's Two Factor model Theory),						
18	The Process Theories (Vroom's expectancy Theory & Porter Lawler model),						
19	Contemporary Theories- Equity Theory of Work Motivation						
20	Chapter Revision						



31	Organisation System	4.1 Organizational Culture: Meaning & Definition of Organizational Culture,	Group Method With PPT and Lecture	Koganuramath, Muttaya & Arjadi, Mallikarjun (2001) Knowledge organisation systems: TISS case study.	Nil	Case Studies on Organisation System	Organizational Behaviour by Stephen Robins, Timothy Judge, Neharika Vohra	Nil	Assignment
32		Creating & Sustaining Organizational Culture, Types of Culture (Strong vs. Weak Culture, Soft vs. Hard Culture & formal vs. Informal Culture)							
33		Creating Positive Organizational Culture, Concept of Workplace Spirituality.							
34		4.2 Stress Management: Work stress: Meaning of stress, Stressors, Sources of Stress,							
39		Types of stress, Burnout. Stress Management – Individual & Organizational Strategies							
40	Revision of Topic								
41	Managing Change	5.1 Organizational Change: Meaning, definition & Nature of Organizational Change,	Group Method With PPT and Lecture	https://facilities.uw.edu/orgrel/sites/default/files/documents/leadership/leading-and-managing-change.pdf	Nil	Nil	Organizational Behaviour by M. N. Mishra	Nil	Term End with
42		Types of Organizational change, Forces that acts as stimulants to change.							
43		5.2 Implementing Organizational Change: How to overcome the Resistance to Change, Approaches to managing Organizational Change,							
44		Kurt Lewin's- Three step model, Seven Stage model of Change & Kotter's Eight-Step plan for							



		Implementing Change, Leading the Change Process, Facilitating Change, Dealing with Individual & Group Resistance,						
45		Intervention Strategies for Facilitating Organizational Change, Methods of Implementing Organizational Change,					And	Nil
46		Developing a Learning Organization					Organizational Behaviour by K. Ashwathappa	Assignment
47-48		Revision of Topic						
Revision of the Topics								



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Faculty

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Co-ordinator

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Director

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20/7/18
Administrator

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Hon'ble Chairman

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