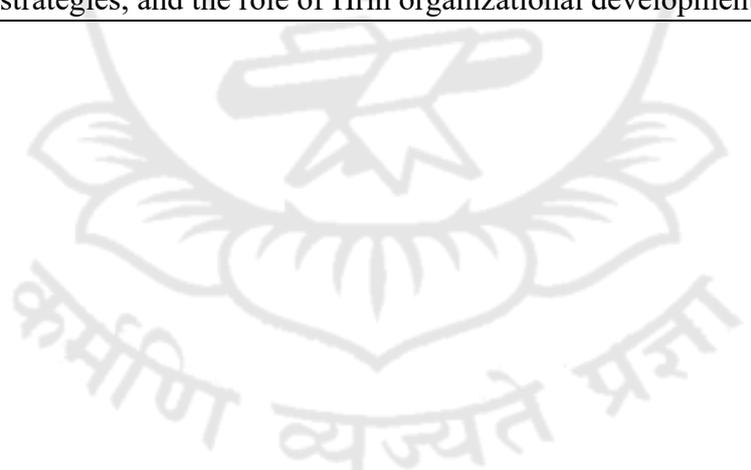




University of Kerala

Discipline	Economics				
Course Code	UK3DSCECO201				
Course Title	Human Resource Planning				
Type of Course	DSC				
Semester	III				
Academic Level	200-299				
Course Details	Credit	Lecture Per Week	Tutorial Per Week	Practical Per Week	Total Hours/Week
	4	4	-	-	4
Pre-requisites	Basic Understanding of Economics				
Course Summary	The course provides an overview of human resource planning and the importance of aligning organizational goals with workforce needs. It also provides an understanding of forecasting techniques, talent acquisition strategies, and the role of Hrin organizational development.				



Detailed Syllabus:

Module	Unit	Content	Hrs
I	Introduction to HR Planning		10
	1	Human resource planning- Definition-- Features of HRP	
	2	Significance of Human Resource Planning-current scenario- Employment situation- technological changes- organizational changes- demand for skill-demographic changes- government policies-the emergence of systems concept.	
II	HRP Strategy		8
	3	Strategic planning-organizational strategy	
	4	Human resource as a core competency	
III	HRP Process, Methods and Techniques		16
	6	Demand forecasting- quantitative and qualitative approaches- methods- Work study techniques, Job analysis Managerial/Executive judgment, Statistical Techniques Projecting Past Trends in Employment, Productivity	
		Measurement Method, Time series.	
	7	Supply Forecasting- sources of supply - external and internal analysis.	
IV	HRP, Development and Management		18
	9	Relationship between Human Resource Planning, Development and Management.	
	10	Human resource management functions -Primary and Secondary	
	11	Human resource development- the significance of Human Resource Development- Role of technology -Human Resource Information Systems-data analytics in workforce planning – AI and Automation in Human Resource planning.	
	12	Relevance of Human Resource development in the context of globalization in emerging economies with special focus on India.	
V	Case Studies		8
	13	Understanding SWOT analysis by preparing a SWOT statement.	

Reading List

1. Human Resource Planning and Strategic Change (2023), Sujith Kumar Acharya and Santosh Kumar Tripathi, Himalaya Publications.
2. Human Resource Planning (2012), Lucky Puchhrat, Gullybaba Publishing House(P) Ltd.
3. Human Resource Planning (2009), D K Bhattacharyya, Excel Publications
4. Human Resource Management: Theory and Practice (2012), John Bratton and Jeff Gold, Macmillan Publishers.
5. Human Resource Management: Text and Cases (2023), K Aswathappa and Sadhna Dash, McGraw Hill.
6. Manpower planning and the development of human resources (1971), Patten, Thomas H, John Willey, and Sons.

Course Outcomes



No.	Upon completion of the course, the graduate will be able to	Cognitive Level	PSO addressed
CO-1	Understand the concept and significance of human resource planning in organizational structure	R, U	PSO-1,2
CO-2	Build capabilities in predictive analytics to identify future workforce demands.	R, U, Ap, An, E, C	PSO-2,3
CO-3	Enhance expertise in implementing effective human resource planning strategies.	R, U, Ap, An, E, C	PSO-3,4,5
CO-4	Develop skills in designing and implementing effective human resource planning.	R, U, Ap, An, E, C	PSO-5,6

R-Remember, U-Understand, Ap-Apply, An-Analyse, E-Evaluate, C-Create

Note: 1 or 2 COs/module

Name of the Course: Credits: 4:0:0 (Lecture: Tutorial: Practical)

CO No.	CO	PO/PSO	Cognitive Level	Knowledge Category	Lecture (L)/ Tutorial (T)	Practical (P)
CO-1	Understand the concept and significance of human resource planning in Organizational Structure	PO-1 PSO-1,2	R, U	F, C	L	
CO-2	Predictive analytics to identify future workforce demands.	PO-1,2 PSO-2,3	R, U, Ap, An, E, C	P	L	
CO-3	Enhance expertise in implementing effective human resource planning strategies.	PO-2,3 PSO-3,4,5	R, U, Ap, An, E, C	P, M	L	
CO-4	Develop skills in designing and implementing effective human resource planning	PO-2,3 PSO-5,6	R, U, Ap, An, E, C	P, M	L	

F-Factual, C- Conceptual, P-Procedural, M-Metacognitive

Mapping of COs with PSOs and POs:

CO No.	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	Average
CO-1	3	3	1	-	-	-	3	2	-	-	-	1	-	-	2.167
CO-2	2	3	3	-	-	-	3	3	2	1	-	2	1	-	2.22
CO-3	1	2	3	3	3	1	3	3	3	2	1	2	1	1	2.07



CO-4	-	1	2	2	3	3	2	3	3	2	1	3	2	1	2.154
Average	1.5	2	2.67	2.5	3	2	2.67	3	2.67	1.67	1	2.33	1.33	1	

Correlation Levels:

Level	Correlation
-	Nil
1	Slightly / Low
2	Moderate / Medium
3	Substantial / High

Assessment Rubrics:

- Quiz / Assignment/ Quiz/ Discussion / Seminar
- Midterm Exam
- Programming Assignments
- Final Exam

Mapping of COs to Assessment Rubrics:

CO No.	Internal Exam	Assignment	Project Evaluation	End Semester Exam
CO-1	✓	✓	-	✓
CO-2	✓	✓	✓	✓
CO-3	✓	✓	✓	✓
CO-4	✓	✓	✓	✓

