

JSPH 206: Human Capital Management

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CREDITS – 3

Course workload

Using the table below, indicate the expected student workload for this Course.

Contact Hours	Group Work/ Supervised Learning Hours	Directed Learning Hours	Total Hours
30	15	45	90

Learning Outcomes for the Course

- Understand the analysis underlying the human resource /human capital strategy formulation
- Evaluate various aspects of the HR process and improve the quality of employee experience
- Critique a performance management and reward system along with tools and techniques aligned with business strategy.
- Comprehend the application of best practices of human capital management in an increasingly globalized world for positively impacting the business

TOPICS COVERED

- Understand the strategic link between human capital and business results, Job analysis.
- Develop competency in the talent management process
- Comprehend the principles of Organization Design and Create an Organisational Structure
- Develop insights into the talent management process
- Understand the requirements of a High Performance Work System (HPWS)
- Develop familiarity with Performance Evaluation tools and techniques
- Understand the role of effective onboarding of new recruits in the organization context
- Requirements of a robust learning and development process in an organization
- Linkages between employee experience, employee engagement , employee retention
- What Employee Value Proposition means and how it goes beyond just compensation
- Employer Branding and its relevance in the organization and industry contexts
- Understand the contextual implications of affirmative action expected from organizations
- Understand the relevance of Diversity,Equity,Inclusion (DEI) along with Environment ,Society, Governance (ESG) issues in the context of human capital management in a globalized environment

For additional details, visit : <https://jagsom.edu.in/careertrack/>

Meet our faculty: <https://jagsom.edu.in/faculty-directory/>