

## People Management in Entrepreneurial firms – JSPE304

Faculty	Dr. Shrabani B Bhattacharjee & Dr. Shaji Kurian & Guest Faculty.
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**Credit – 2**

### Course workload

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

Contact Hours	Group Work/ Supervised Learning Hours	Directed Learning Hours	Total Hours
20	10	30	60

### Learning Outcomes for the Course

1. To understand the micro and macro approaches to human behaviour at entrepreneurial firms
2. To analyze and compare different HRM practices at family business or start-ups
3. To understand group dynamics and learn practical skills required for working in entrepreneurial groups (team building)
4. To identify culture, design and climate of family-owned business or start-up ventures for effective people

### Topics Covered

- Intersection of Entrepreneurship and Human Resource Management
- Nature of HRM in Entrepreneurial Firms
- Strategic HR Approaches to Entrepreneurship
- Human Resource Management as an Entrepreneurial Tool
- Formality and Informality of HRM Practices in Small Firms
- Human Resource Strategies of High-Growth Entrepreneurial Firms
- Managing the Employment Relationship in Medium-Sized Enterprises
- Organizational Attractiveness of Small Businesses
- Psychological Contract Increase Entrepreneurial Business Development Potential
- Organizational Culture and Dynamics of Change

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

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