

**SYLLABUS**  
**FOR**  
**SEMESTER EIGHTH**

<b>Course Code</b>	<b>HSMC-EE801</b>			<b>Semester</b>	<b>EIGHTH</b>
<b>Category</b>	<b>Humanities and Social Sciences including Management Course</b>				
<b>Course Title</b>	<b>Organisation of Engineering Systems and Human Resources and Management</b>				
<b>Scheme &amp; Credits</b>	<b>L</b>	<b>T</b>	<b>P</b>	<b>Credits</b>	<b>Max Marks: 100</b>
	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	
<b>Prerequisites</b>	<b>Nil</b>				

**Course Objectives:**

1. An understanding of the principles of Organisation of engineering systems & HR Management
2. The ability to perceive issues from an overall management perspective.
3. The means to analyse developments in an organisation's systems, functioning and capabilities
4. The means to effectively understand organizational functioning and its human elements
5. The ability to become a performance-oriented manager of systems

<b>Unit</b>	<b>Topic</b>	<b>No. of Hours</b>
I	Introduction to Organisation of Engineering Systems and Human Resources(HR) Management	3
II	Basics of organizations and HR management: Understanding organizations: nature and functions, Concerns of organising engineering business and systems, Concerns of organising engineering business and systems, Structure and process issues in running organisations, Design issues in running organisations Operating organizations	12
III	Effectiveness and performance: Cybernetics and systems framework,Socio-technical systems, Dealing with efficiency and excellence, Man-machine relationship, Longitudinal Thinking.	13
IV	Human elements of functioning organizations:Concerns of recruitment, selection, skill formation and redeployment, Developing teams and leadership, Understanding motivation, Elements of HR planning, Indian Industrial Law and managing industrial relations	14
<b>Total</b>		<b>42</b>

**Textbooks:**

<b>S. No</b>	<b>Name of Book</b>	<b>Author</b>	<b>Publisher</b>
1	The Heart of Enterprise	Beer,Stafford(1975)	Preguin Press, London
2	The Future of Organisation:Achieving Excellence through Business Transformation	Coulson-Thomas Colin	Kogen Page
3	Cybernetics and Applied Systems	Constantin Virgil Negoita	CRS Press,USA
4	Business, Marketing, and Management Principles for IT and Engineering	Dimitris N. Chorafas	Taylor and Francis,USA
5	Comparative Manpower Planning Practices-Select Indian Experiences	Gautam Vinayshil	National Publishing House, New Delhi
6	Organisation Development Systems	G. Vinayshil and S. K Batra	Concept Publishing
7	Engineering a High Tech Business: Entrepreneurial Experiences and Insights	Jose Miguel Lopez-Higuera and Brian Culshaw	SPIE, Washington
8	Managing Human Resource and Industrial Relations	Tapomoy Deb (2009).	Excel Books,India