

Dr. Babasaheb Ambedkar Technological University

(Established as a University of Technology in the State of Maharashtra)

(under Maharashtra Act No. XXIX of 2014)

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Proposed Course Contents for

B. Tech. in Mechanical Engineering

w.e.f. June 2019

From 3rd Semester - 8th Sem

B. Tech. Mechanical Engineering
Course Structure for Semester III [Second Year] w.e.f. 2018-2019

Course Code	Type of Course	Course Title	Weekly Teaching Scheme			Evaluation Scheme				Credits
			L	T	P	CA	MSE	ESE	Total	
BTBSC301	BSC 7	Engineering Mathematics-III	3	1	--	20	20	60	100	4
BTMEC302	ESC 11	Materials Science and Metallurgy	3	1	--	20	20	60	100	4
BTMEC303	PCC 1	Fluid Mechanics	3	1	--	20	20	60	100	4
BTMEC304	PCC 2	Machine Drawing and CAD	2	--	--	20	20	60	100	2
BTMEC305	ESC 12	Thermodynamics	3	1	--	20	20	60	100	4
BTHM3401	HSMC 3	Basic Human Rights	2	--	--	50	--	--	50	Audit (AU/ NP)
BTMEL307	ESC 13	Materials Science and Metallurgy Lab	--	--	2	60	--	40	100	1
BTMEL308	PCC 3	Fluid Mechanics Lab	--	--	2	60	--	40	100	1
BTMEL309	PCC 4	Machine Drawing and CAD Lab	--	--	4	60	--	40	100	2
BTMEF310	Project 1	Field Training /Internship/Industrial Training I	--	--	--	--	--	50	50	1
Total			16	4	8	330	100	470	900	23

B. Tech. Mechanical Engineering

Course Structure for Semester IV [Second Year] w.e.f. 2018-2019

Course Code	Type of Course	Course Title	Weekly Teaching Scheme			Evaluation Scheme				Credits
			L	T	P	CA	MSE	ESE	Total	
BTMEC401	PCC 5	Manufacturing Processes - I	2	1	--	20	20	60	100	3
BTMEC402	PCC 6	Theory of Machines-I	3	1	--	20	20	60	100	4
BTMEC403	PCC 7	Strength of Materials	3	1	--	20	20	60	100	4
BTMEC404	BSC 8	Numerical Methods in Mechanical Engineering	2	1	--	20	20	60	100	3
BTID405	PCC 8	Product Design Engineering – I	1	--	2	60	--	40	100	2
BTBSE406A	OEC 1	Physics of Engineering Materials	3	--	--	20	20	60	100	3
BTBSE3405A		Advanced Engineering Chemistry								
BTHM3402		Interpersonal Communication Skill & Self Development								
BTMEL407	PCC 9	Manufacturing Processes Lab – I	--	--	2	60	--	40	100	1
BTMEL408	PCC 10	Theory of Machines Lab- I	--	--	2	60	--	40	100	1
BTMEL409	PCC 11	Strength of Materials Lab	--	--	2	60	--	40	100	1
BTMEL410	BSC 9	Numerical Methods Lab	--	--	2	60	--	40	100	1
Total			14	4	10	400	100	500	1000	23

Minimum 4 weeks training which can be completed partially in third and fourth semester or in at one time.

B. Tech. Mechanical Engineering
Course Structure for Semester V [Third Year] w.e.f. 2019-2020

Course Code	Type of Course	Course Title	Weekly Teaching Scheme			Evaluation Scheme				Credits
			L	T	P	CA	MSE	ESE	Total	
BTMEC501	PCC 12	Heat Transfer	3	1	--	20	20	60	100	4
BTMEC502	PCC 13	Applied Thermodynamics – I	2	1	--	20	20	60	100	3
BTMEC503	PCC 14	Machine Design – I	2	1	--	20	20	60	100	3
BTMEC504	PCC 15	Theory of Machines- II	3	1	--	20	20	60	100	4
BTMEC505	PCC 16	Metrology and Quality Control	2	1	--	20	20	60	100	3
BTID506	PCC 17	Product Design Engineering - II	1	--	2	60	--	40	100	2
BTMEC506A	OEC 2	Automobile Engineering	3	--	--	--	--	--	--	Audit (AU/ NP)
BTMEC506B		Nanotechnology								
BTMEC506C		Energy Conservation and Management								
BTMEL507	PCC 18	Heat Transfer Lab	--	--	2	30	--	20	50	1
BTMEL508	PCC 19	Applied Thermodynamics Lab	--	--	2	30	--	20	50	1
BTMEL509	PCC 20	Machine Design Practice- I	--	--	2	30	--	20	50	1
BTMEL510	PCC 21	Theory of Machines Lab- II	--	--	2	30	--	20	50	1
BTMEF511	Project 2	Field Training /Internship/Industrial Training II	--	--	--	--	--	50	50	1
Total			16	5	10	280	100	470	850	24

B. Tech. Mechanical Engineering
Course Structure for Semester VI [Third Year] w.e.f. 2019-2020

Course Code	Type of Course	Course Title	Weekly Teaching Scheme			Evaluation Scheme				Credits
			L	T	P	CA	MSE	ESE	Total	
BTMEC601	PCC 22	Manufacturing Processes- II	2	1	--	20	20	60	100	3
BTMEC602	PCC 23	Machine Design-II	3	1	--	20	20	60	100	4
BTMEC603	PCC 24	Applied Thermodynamics- II	2	1	--	20	20	60	100	3
BTMEC604A	PEC 1	Engineering Tribology	2	1	--	20	20	60	100	3
BTMEC604B		IC Engines								
BTMEC604C		Additive Manufacturing								
BTMEC604D		Mechanical Measurements								
BTMEC605A	OEC 3	Quantitative Techniques in Project Management	3	--	--	20	20	60	100	3
BTMEC605B		Sustainable Development								
BTMEC605C		Renewable Energy Sources								
BTMEC606A	OEC 4	Biology for Engineers	3	--	--	--	--	--	--	Audit (AU/ NP)
BTMEC606B		Solar Energy								
BTMEC606C		Human Resource Management								
BTMEL607	PCC 25	Metrology and Quality Control Lab	--	--	2	30	--	20	50	1
BTMEL608	PCC 26	Machine Design Practice-II	--	--	2	30	--	20	50	1
BTMEL609	PCC 27	IC Engine Lab	--	--	2	30	--	20	50	1
BTMEL610	PCC 28	Refrigeration and Air Conditioning Lab	--	--	2	30	--	20	50	1
BTMEM611	Project 3	Technical Project for Community Services	--	--	4	30	--	20	50	2
Total			15	4	12	250	100	400	750	22

Basic Human Rights

BTHM3401	HSMC 3	Basic Human Rights	2-0-0	Audit
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Teaching Scheme:	Examination Scheme:
Lecture: 2 hrs/week	Audit Course

Pre-Requisites: None

Course Outcomes: At the end of the course, students will be able to:

CO1	Understand the history of human rights.
CO2	Learn to respect others caste, religion, region and culture.
CO3	Be aware of their rights as Indian citizen.
CO4	Understand the importance of groups and communities in the society.
CO5	Realize the philosophical and cultural basis and historical perspectives of human rights.
CO6	Make them aware of their responsibilities towards the nation.

Mapping of course outcomes with program outcomes

Course Outcomes	Program Outcomes											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12
CO1						2						
CO2												
CO3												
CO4									3			
CO5								2		2		
CO6												1

Course Contents:

Unit 1: The Basic Concepts[04 Hours]

Individual, group, civil society, state, equality, justice. Human Values, Human rights and Human Duties: Origin, Contribution of American bill of rights, French revolution. Declaration of independence, Rights of citizen, Rights of working and exploited people

Unit 2: Fundamental Rights and Economic Program [04 Hours]

Society, religion, culture, and their inter-relationship. Impact of social structure on human behavior, Social Structure and Social Problems: Social and communal conflicts and social harmony, rural poverty, unemployment, bonded labour.

Unit 3: Workers and Human Rights[04 Hours]

Migrant workers and human rights violations, human rights of mentally and physically challenged. State, Individual liberty, Freedom and democracy.

Unit 4: NGOs and Human Rights in India[04 Hours]

Land, Water, Forest issues.

Unit 5: Human Rights in Indian Constitution and Law[04 Hours]

- i) The constitution of India: Preamble
- ii) Fundamental rights.
- iii) Directive principles of state policy.
- iv) Fundamental duties.

v) Some other provisions.

Unit 6: UDHR and Indian Constitution[04 Hours]

Universal declaration of human rights and provisions of India; Constitution and law; National human rights commission and state human rights commission.

References:

1. Shastry, T. S. N., “India and Human Rights: Reflections”, Concept Publishing Company India (P Ltd.), 2005.
2. C. J. Nirmal, “Human Rights in India: Historical, Social and Political Perspectives.

Interpersonal Communication Skill & Self Development

BTHM3402	OEC 1	Interpersonal Communication Skill & Self Development	3-0-0	3 Credits
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Teaching Scheme:	Examination Scheme:
Lecture: 3 hrs/week	Continuous Assessment: 20 Marks Mid Semester Exam: 20 Marks End Semester Exam: 60 Marks(Duration 03 hrs)

Pre-Requisites: None

Course Outcomes: At the end of the course, students will be able to:

CO1	Acquire interpersonal communication skills
CO2	Develop the ability to work independently.
CO3	Develop the qualities like self-discipline, self-criticism and self-management.
CO4	Have the qualities of time management and discipline.
CO5	Present themselves as an inspiration for others
CO6	Develop themselves as good team leaders

Mapping of course outcomes with program outcomes

Course Outcomes	Program Outcomes											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12
CO1								1				
CO2										2		
CO3												2
CO4									1			
CO5										2		
CO6											3	

Course Contents:

Unit 1: Development of Proficiency in English[06 Hours]

Speaking skills, Feedback & questioning technique, Objectivity in argument (Both one on one and in groups). 5 Ws and 1 H and 7 Cs for effective communication.

Imbibing etiquettes and manners. Study of different pictorial expressions of non-verbal communication and their analysis

Unit 2: Self-Management[06 Hours]

Self-Management, Self-Evaluation, Self-discipline, Self-criticism; Recognition of one's own limits and deficiencies, dependency, etc.; Self-Awareness, Self-Management, Identifying one's strengths and weaknesses, Planning & Goal setting, Managing self-emotions, ego, pride. Leadership and Team Dynamics

Unit 3: Time Management Techniques[06 Hours]

Practice by game playing and other learning strategies to achieve the set targets Time Management Concept; Attendance, Discipline and Punctuality; Acting in time, Quality /Productive time.

Unit 4: Motivation/Inspiration[06 Hours]

Ability to shape and direct working methods according to self-defined criteria, Ability to think for oneself, Apply oneself to a task independently with self-motivation.

Motivation techniques: Motivation techniques based on needs and field situations

Unit 5: Interpersonal Skills Development[06 Hours]

Positive Relationship, Positive Attitudes, Empathise: comprehending others' opinions, points of views, and face them with understanding, Mutuality, Trust, Emotional Bonding, Handling Situations (Interview), Importance of interpersonal skills.

Unit 6: Effective Computing Skills[06 Hours]

Designing an effective Presentation; Contents, appearance, themes in a presentation, Tone and Language in a presentation, Role and Importance of different tools for effective presentation.

References:

- 1 .Mitra, Barun, "Personality Development and Soft Skills", Oxford University Press, 2016.
2. Ramesh, Gopalswamy, "The Ace of Soft Skills: Attitude, Communication and Etiquette for Success", Pearson Education, 2013.
3. Stephen R. Covey, "Seven Habits of Highly Effective People: Powerful Lessons in Personal Change", Free Press Publisher, 1989.
4. Rosenberg Marshall B., "Nonviolent Communication: A Language of Life" 3rd edition, Puddle dancer Press, 1st September, 2003.

Energy Conservation and Management

BTMEC506C	OEC 2	Energy Conservation and Management	3-0-0	Audit
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Teaching Scheme:	Examination Scheme:
Lecture: 3 hrs/week	Audit Course

Pre-Requisites: None

Course Outcomes: At the end of the course, students will be able to:

CO1	Understand energy problem and need of energy management
CO2	Carry out energy audit of simple units
CO3	Study various financial appraisal methods
CO4	Analyse cogeneration and waste heat recovery systems
CO5	Do simple calculations regarding thermal insulation and electrical energy conservation

Mapping of course outcomes with program outcomes

Course Outcomes	Program Outcomes											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12
CO1	1	2	3		2	3			2	2		2
CO2	1	1	3	1	2	3			2	2		2
CO3	2	1	1							1		2
CO4	3	3			2	3						1
CO5			3			2						1

Course Contents:

Unit 1: Introduction

General energy problem, Energy use patterns and scope of conservation. Energy Management Principles: Need, Organizing, Initiating and managing an energy management program.

Unit 2: Energy Auditing

Elements and concepts, Types of energy audits, Instruments used in energy auditing. Economic Analysis: Cash flows, Time value of money, Formulae relating present and future cash flows-single amount, uniform series.

Unit 3: Financial Appraisal Methods

Payback period, Net present value, Benefit-cost ratio, Internal-rate of return, Life cycle costs/benefits. Thermodynamics of energy conservation, Energy conservation in Boilers and furnaces, Energy conservation in Steam and condensate system.

Unit 4: Cogeneration

Concept, Types of cogeneration systems, performance evaluation of a cogeneration system. Waste Heat Recovery: Potential, benefits, waste heat recovery equipment's. Space Heating, Ventilation Air Conditioning (HVAC) and water heating of building, Transfer of heat, Space heating methods, Ventilation and air conditioning, Heat pumps, Insulation, Cooling load, Electric water heating systems, Electric energy conservation methods.

Unit 5: Insulation and Heating

Industrial Insulation: Insulation materials, Insulation selection, Economical thickness of insulation.

Industrial Heating: Heating by indirect resistance, direct resistance heating (salt bath furnace), and Heat treatment by induction heating in the electric arc furnace industry.

Unit 6: Energy Conservation in Electric Utility and Industry

Energy costs and two part tariff, Energy conservation in utility by improving load factor, Load curve analysis, Energy efficient motors, Energy conservation in illumination systems, Importance of Power factor in energy conservation, Power factor improvement methods, Energy conservation in industries

Texts:

1. Callaghan, "Energy Conservation".
2. D. L. Reeg, "Industrial Energy Conservation", Pergamon Press.

References:

1. T. L. Boyen, "Thermal Energy Recovery", Wiley Eastern.
2. L. J. Nagrath, "System Modeling and Analysis", Tata McGraw Hill Publications.
3. S. P. Sukhatme, "Solar Energy", Tata McGraw Hill Publications.

Sustainable Development

BTMEC605B	OEC 3	Sustainable Development	3-0-0	3 Credits
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Teaching Scheme:	Examination Scheme:
Lecture: 3 hrs/week	Continuous Assessment: 20 Marks Mid Semester Exam: 20 Marks End Semester Exam: 60 Marks (Duration 03 hrs)

Pre-Requisites: None

Course Outcomes: At the end of the course, students will be able to:

CO1	Explain the difference between development and sustainable development
CO2	Explain challenges of sustainable development and climate change
CO3	Explain sustainable development indicators
CO4	Analyze sustainable energy options
CO5	Understand social and economic aspects of sustainable development

Mapping of course outcomes with program outcomes

Course Outcomes	Program Outcomes											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12
CO1	1	2	3		2	3	3	3	2	2		2
CO2	1	1	3	1	2	3	3	3	2	2		2
CO3	2	1	1				3	2		1		2
CO4	3	3			2	3	3	2				1
CO5			3			2	3	2				1

Course Contents:

Unit 1: Introduction

Status of environment, Environmental, Social and Economic issues, Need for sustainability, nine ways to achieve sustainability, population, resources, development and environment.

Unit 2: Global Warming and Climate Change

Global Warming and climate Change since industrial revolution, Greenhouse gas emission, greenhouse effect, Renewable energy, etc.

Unit 3: Challenges of Sustainable Development and Global Environmental Issues

Concept of sustainability, Factors governing sustainable development, Linkages among sustainable development, Environment and poverty, Determinants of sustainable development, Case studies on sustainable development, Population, income and urbanization Health care, Food, fisheries and agriculture , Materials and energy flows.

Unit 4: Sustainable Development Indicators

Need for indicators, Statistical procedures Aggregating indicators, Use of principal component analysis, Three environmental quality indices.

Unit 5: Environmental Assessment

National environmental policy act of 1969, Environmental Impact Assessment, Project categories based on environmental impacts, Impact identification methods,

Environmental impact assessment process.

Unit 6: Environmental Management and Social Dimensions

Revisiting complex issues, Sector policies concerning the environment, Institutional framework for environmental management, Achievements in environmental management, People's perception of the environment, Participatory development, NGOs, Gender and development, Indigenous peoples, Social exclusion and analysis.

Texts:

1. J. Sayer, B. Campbell, "The Science of Sustainable Development: Local Livelihoods and the Global Environment", Biological Conservation, Restoration and Sustainability, Cambridge University Press, London, 2003.
2. J. Kirkby, P. O'Keefe, Timberlake, "Sustainable Development", Earth scan Publication, London, 1993.
3. Peter P. Rogers, Kazi F. Jalal, John A. Boyd, "An introduction to sustainable development", Glen Educational Foundation, 2008.

References:

1. Jennifer A. Elliott, "An introduction to sustainable development". London: Routledge: Taylor and Francis group, 2001.
2. Low, N. "Global ethics and environment", London, Routledge, 1999.
3. Douglas Muschett, "Principles of Sustainable Development", St. Lucie Press, 1997.

Renewable Energy Sources

BTMEC605C	OEC 3	Renewable Energy Sources	3-0-0	3 Credits
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Teaching Scheme:	Examination Scheme:
Lecture: 3 hrs/week	Continuous Assessment: 20 Marks Mid Semester Exam: 20 Marks End Semester Exam: 60 Marks (Duration 03 hrs)

Pre-Requisites: None

Course Outcomes: At the end of the course, students will be able to:

CO1	Explain the difference between renewable and non-renewable energy
CO2	Describe working of solar collectors
CO3	Explain various applications of solar energy
CO4	Describe working of other renewable energies such as wind, biomass

Mapping of course outcomes with program outcomes

Course Outcomes	Program Outcomes											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12
CO1	1	2	3		2	3	3	3	2	2		2
CO2	1	1	3	1	2	3	3	3	2	2		2
CO3	2	1	1				3	2		1		2
CO4	3	3			2	3	3	2				1

Course Contents:

Unit 1: Introduction

Energy resources, Estimation of energy reserves in India, Current status of energy conversion technologies relating to nuclear fission and fusion, Solar energy.

Unit 2: Solar Radiations

Spectral distribution, Solar geometry, Attenuation of solar radiation in Earth's atmosphere, Measurement of solar radiation, Properties of opaque and transparent surfaces.

Unit 3: Solar Collectors

Flat Plate Solar Collectors: Construction of collector, material, selection criteria for flat plate collectors, testing of collectors, Limitation of flat plate collectors, Introduction to ETC.

Concentrating type collectors: Types of concentrators, advantages, paraboloid, parabolic trough, Heliostat concentrator, Selection of various materials used in concentrating systems, tracking.

Unit 4: Solar Energy Applications

Air/Water heating, Space heating/cooling, solar drying, and solar still, Photo-voltaic conversion.

Unit 5: Wind Energy and Biomass

Types of wind mills, Wind power availability, and wind power development in India. Evaluation of sites for bio-conversion and bio-mass, Bio-mass gasification with special reference to agricultural waste.

Unit 6: Introduction to Other Renewable Energy Sources

Tidal, Geo-thermal, OTEC; Mini/micro hydro-electric, Geo-thermal, Wave, Tidal System

design, components and economics.

Texts:

1. Chetansingh Solanki, "Renewable Energy Technologies", Prentice Hall of India, 2008.

References:

1. S. P. Sukhatme, "Solar Energy: Principles of Thermal Collection and Storage", Tata McGraw Hill Publications, New Delhi, 1992.
2. G. D. Rai, "Solar Energy Utilization", Khanna Publisher, Delhi, 1992.

Solar Energy

BTMEC606B	OEC 4	Solar Energy	3-0-0	Audit
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Teaching Scheme:	Examination Scheme:
Lecture: 3 hrs/week	Audit Course

Pre-Requisites: None

Course Outcomes: At the end of the course, students will be able to:

CO1	Describe measurement of direct, diffuse and global solar radiations falling on horizontal and inclined surfaces.
CO2	Analyze the performance of flat plate collector, air heater and concentrating type collector.
CO3	Understand test procedures and apply these while testing different types of collectors.
CO4	Study and compare various types of thermal energy storage systems.
CO5	Analyze payback period and annual solar savings due to replacement of conventional systems.
CO6	Design solar water heating system for a few domestic and commercial applications.

Mapping of course outcomes with program outcomes

Course Outcomes	Program Outcomes											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12
CO1	1											
CO2	1	2				1						
CO3	2			1	1		2					
CO4	1	1										
CO5		2			1							
CO6			2	3		1	1					

Course Contents:

Unit 1: Solar Radiation

Introduction, spectral distribution, solar time, diffuse radiation, Radiation on inclined surfaces, measurement of diffuse, global and direct solar radiation.

Unit 2: Liquid Flat Plate Collectors

Introduction, performance analysis, overall loss coefficient and heat transfer correlations, collect or efficiency factor, collect or heat removal factor, testing procedures.

Unit 3: Solar Air Heaters

Introduction, types of air heater, testing procedure.

Unit 4: Concentrating Collectors

Types of concentrating collectors, performance analysis

Unit 5: Thermal Energy Storage

Introduction, sensible heat storage, latent heat storage and thermo chemical storage

Solar Pond: Solar pond concepts, description, performance analysis, operational problems.

Unit 6: Economic Analysis

Definitions, annular solar savings, payback period.

Texts:

1. J. A. Duffie, W. A. Beckman, "Solar Energy Thermal Processes", John Wiley, 1974.
2. K. Kreith, J. F. Kreider, "Principles of Solar Engineering", Tata McGrawHill Publications, 1978.

References:

1. H. P. Garg, J. Prakash, "Solar Energy: Fundamentals and Applications", Tata McGraw Hill Publications, 1997.
2. S. P. Sukhatme, "Solar Energy Principles of Thermal Collection and Storage", Tata McGraw Hill Publications, 1996.

Human Resource Management

BTMEC606C	OEC 4	Human Resource Management	3-0-0	Audit
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Teaching Scheme:	Examination Scheme:
Lecture: 3 hrs/week	Audit Course

Pre-Requisites: None

Course Outcomes: At the end of the course, students will be able to:

CO1	Describe trends in the labor force composition and how they impact human resource management practice.
CO2	Discuss how to strategically plan for the human resources needed to meet organizational goals and objectives.
CO3	Define the process of job analysis and discuss its importance as a foundation for human resource management practice
CO4	Explain how legislation impacts human resource management practice.
CO5	Compare and contrast methods used for selection and placement of human resources.
CO6	Describe the steps required to develop and evaluate an employee training program
CO7	Summarize the activities involved in evaluating and managing employee performance.
CO8	Identify and explain the issues involved in establishing compensation systems.

Mapping of course outcomes with program outcomes

Course Outcomes	Program Outcomes											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12
CO1					2						1	
CO2											3	
CO3										2		
CO4								2		2		
CO5									2	3		
CO6										1		3
CO7										2	2	
CO8											2	

Course Contents:

Unit 1: Introduction to Human Resource Management

Concept of management, concept of human resource management, personnel to human resource management, human resource management model, important environmental influences like government regulations, policies, labor laws and other legislation.

Acquisition of human resources: Human resource planning, Demand for manpower, Weaknesses of manpower planning, job analysis, job specification, recruitment sources, recruitment advertising, the selection process, selection devices, equal opportunities: Indian and foreign practices, socializing the new employee

Unit 2: Development of Human Resources

Employee Training and Management Development: Training, Training and Learning,

Identification of training needs, training methods, Manager Development, Methods for developing managers, evaluating training effectiveness

Career Development: Concept of career, value of effective career development, external versus internal dimensions to a career, career stages, linking career dimensions with stages

Unit 3: Motivation of Human Resources

Definition of motivation, Nature and Characteristics of Motivation, Theories of motivation: Maslow's Need Hierarchy Theory, Drucker Theory, Likert Theory, Herzberg Two Factor Theory, McClell and Theory, McGregor Theory X and Y, etc., Psychological approach.

Job Design and Work Scheduling: Design, Scheduling and Expectancy Theory, Job characteristics model, job enrichment, job rotation, workmodules, flex-time, new trends in work scheduling.

Unit 4: Performance Appraisal

Performance appraisal and expectancy theory; appraisal process, appraisal methods, factors that can destroy appraisal.

Rewarding the Productive Employee: Rewards and expectancy theory, types of rewards, qualities of effective rewards, criteria for rewards.

Unit 5: Maintenance of Human Resources

Compensation Administration: Concept of Compensation Administration, Job evaluation, Pay structures, Incentives compensation plans.

Benefits and Services Benefits: Something for everybody, Services, Trends in benefits and services.

Discipline: Concept of Discipline, types of discipline problems, general guidelines, disciplinary action, employment-at-will doctrine, disciplining special employee groups

Safety and Health: safety programs, health programs, stress, turn out.

Unit 6: Labor Relations

Unions, Major labor legislation, goals of group representation.

Collective Bargaining: Objectives, scope, participants of collective bargaining, process of collective bargaining, trends in collective bargaining

Research and the future: What is research? Types of research, why research in human resource management, Secondary sources: where to look it up, Primary sources: relevant research methods, current trends and implications for human resource management.

Texts:

1. David A. DeCenzo, Stephen P. Robbins, "Personnel/Human Resources Management", Prentice Hall of India Pvt. Ltd, 3rd edition, 2002.
2. Trevor Bolton, "An Introduction to Human Resource Management", Infinity Books, 2001.

References:

1. Ellen E. Kossek, "Human Resource Management – Transforming the Workplace", Infinity Books, 2001.
2. G.S.Batra, R.C.Dangwal, "Human Resource Management New Strategies", Deep and Deep Publications Pvt. Ltd., 2001.
3. D. M. Silvera, "HRD: The Indian Experience", New India Publications, 2nd edition, 1990.