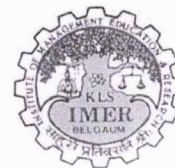




**Karnatak Law Society's
Institute of Management Education and Research
(Autonomous)**



Lesson Plan

Course: Human Resource Management
Course Code: 25DSC105

Semester: I
Duration of Session: 60 Min.

Division: B

Academic Year: 2025-26
No. of Sessions: 25

Course Objectives:

1. Understand the strategic role of HRM in organizational success and transformation
2. Explore core HR functions and their integration with business goals
3. Examine emerging trends, technologies, and global practices shaping HRM

Learning Outcomes:

- CO1 Evaluate HRM's strategic contribution to organizational success
CO2 Apply core HR functions in real-world business scenarios
CO3 Analyze contemporary trends and technologies shaping HRM

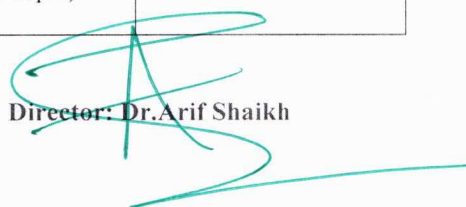
Sl. No	Date	Day	Timings	Topics to be Covered	Activities/Exercises (if any)
1	17/11/2025	Monday	12:30–1:30 PM	Introduction to HRM: Evolution from Personnel to Strategic HRM	
2	21/11/2025	Friday	2:30–3:30 PM	HRM vs HRD vs Talent Management	
3	24/11/2025	Monday	12:30–1:30 PM	Digital HR Transformation	Case examples
4	28/11/2025	Friday	2:30–3:30 PM	Intellectual Capital & Human Capital ROI	ROI calculation exercise
5	01/12/2025	Monday	12:30–1:30 PM	HRM's role in profitability, agility, innovation	Group activity
6	05/12/2025	Friday	2:30–3:30 PM	HRM Process: Planning	Practical planning exercise
7	08/12/2025	Monday	12:30–1:30 PM	HRM Process: Execution & Evaluation	Role play
8	12/12/2025	Friday	2:30–3:30 PM	HRM in Indian startups	Student presentations
9	15/12/2025	Monday	12:30–1:30 PM	Talent Acquisition: Job Analysis, JD/JS	Draft JD exercise
10	19/12/2025	Friday	2:30–3:30 PM	Sourcing & Selection	Mock interview

11	22/12/2025	Monday	12:30–1:30 PM	Onboarding & Placement: Induction, Cultural Fit, Role Clarity	Induction role play
12	29/12/2025	Monday	12:30–1:30 PM	Learning & Development: Training Needs Analysis	TNA workshop
13	02/01/2026	Friday	2:30–3:30 PM	Training Design & Delivery	
14	05/01/2026	Monday	12:30–1:30 PM	Training ROI Measurement	ROI calculation
15	09/01/2026	Friday	2:30–3:30 PM	Performance Management: Appraisal Methods	Appraisal role play
16	12/01/2026	Monday	12:30–1:30 PM	Career Management: Career Paths	Career mapping exercise
17	16/01/2026	Friday	2:30–3:30 PM	Compensation & Compliance: CTC structuring, Statutory norms	CTC structuring activity
18	19/01/2026	Monday	12:30–1:30 PM	Exit Management: Feedback, Knowledge Transfer	Feedback simulation
19	23/01/2026	Friday	2:30–3:30 PM	Analyze HR operations in a mid-size MSME	Group discussion
20	30/01/2026	Friday	2:30–3:30 PM	Technology in HR: HRIS	Demo of HRIS tools
21	02/02/2026	Monday	12:30–1:30 PM	AI in Recruitment, HR Analytics	Case study, Data interpretation exercise
22	06/02/2026	Friday	2:30–3:30 PM	Workforce Trends: Virtual Teams, Work From Home, Gig Economy	Debate
23	09/02/2026	Monday	12:30–1:30 PM	Diversity & Inclusion: Generational shifts, DEI strategies	Role play
24	13/02/2026	Friday	2:30–3:30 PM	Global HRM: Expatriation, Repatriation, Cross-cultural HR, Employer Branding, Talent Strategy & SHRM	Final project presentations
25	16/02/2026	Monday	12:30–1:30 PM	Explore HR tech platforms (Darwinbox, Zoho People)	Student demos

Course Faculty : Mrs.Rashmi Y Harti

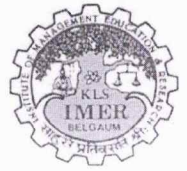


Director: Dr.Arif Shaikh





**Karnatak Law Society's
Institute of Management Education and Research
(Autonomous)**



Lesson Plan

Course: Employability Skills – I

Course Code: 25MNC100

Semester: I

Division: A

Academic Year: 2025-26

Duration of Session: 60 Min.

No. of Sessions: 25

Course Objectives:

1. Demonstrate practical proficiency in Microsoft Excel by designing analytical dashboards and business simulations across diverse corporate functions.

Learning Outcomes:

1. Apply advanced Excel techniques—such as VLOOKUP, Pivot Tables, and Conditional Formatting—for workplace efficiency and data management.
2. Analyze business datasets to make informed decisions using simulations and structured data manipulation tools.
3. Design industry-specific dashboards and trackers through mini-projects that reflect real-world business scenarios across diverse domains.

Sl. No	Date	Day	Timings	Topics to be Covered	Activities/Exercises (if any)
1	15/11/2025	Saturday	9:00–10:00 AM	Course Introduction, Overview of Employability Skills	Orientation
2	17/11/2025	Monday	3:30–4:30 PM	Excel Basics Refresher: Data Entry, Formatting	Hands-on worksheet
3	22/11/2025	Saturday	9:00–10:00 AM	Excel Basics Refresher: Data Entry, Formatting	Hands on Worksheet
4	24/11/2025	Monday	3:30–4:30 PM	Advanced Excel Functions: VLOOKUP	Employee database lookup
5	29/11/2025	Saturday	9:00–10:00 AM	Pivot Tables – Basics	Create a sales summary pivot table
6	01/12/2025	Monday	3:30–4:30 PM	Pivot Tables – Advanced Applications	HR attrition dashboard
7	06/12/2025	Saturday	9:00–10:00 AM	Dynamic Dashboards using Pivot Tables & VLOOKUP	Group discussion
8	08/12/2025	Monday	3:30–4:30 PM	Conditional Formatting – Basics	Highlight top/bottom performers
9	13/12/2025	Saturday	9:00–10:00 AM	Conditional Formatting –	Heat maps for regional

				Advanced	sales
10	15/12/2025	Monday	3:30–4:30 PM	Data Analysis for Decision Making	Case study: Budget allocation
11	20/12/2025	Saturday	9:00–10:00 AM	Excel-based Business Simulations	Recruitment funnel simulation
12	22/12/2025	Monday	3:30–4:30 PM	Simulating business decisions using Excel	Individual exercise
13	27/12/2025	Saturday	9:00–10:00 AM	Mini Project Orientation	Project selection
14	29/12/2025	Monday	3:30–4:30 PM	HR Dashboard for Employee Metrics	Dashboard creation
15	03/01/2026	Saturday	9:00–10:00 AM	Sales Performance Tracker	Weekly sales report exercise
16	05/01/2026	Monday	3:30–4:30 PM	Budget vs Actual Financial Tracker	Variance analysis activity
17	10/01/2026	Saturday	9:00–10:00 AM	Recruitment Funnel Analytics	Candidate tracking simulation
18	12/01/2026	Monday	3:30–4:30 PM	Inventory Management System	Inventory tracker exercise
19	17/01/2026	Saturday	9:00–10:00 AM	Peer Feedback & Result Interpretation	Peer review session
20	19/01/2026	Monday	3:30–4:30 PM	Mini Project Development – HR Dashboard	Guided lab work
21	24/01/2026	Saturday	9:00–10:00 AM	Mini Project Development – Sales Tracker	Guided lab work
22	31/01/2026	Saturday	9:00–10:00 AM	Mini Project Development – Finance Tracker	Guided lab work
23	02/02/2026	Monday	3:30–4:30 PM	Mini Project Development – Recruitment Funnel	Guided lab work
24	07/02/2026	Saturday	9:00–10:00 AM	Mini Project Development – Inventory System	Guided lab work
25	09/02/2026	Monday	3:30–4:30 PM	Interpreting peer feedback to refine dashboards	Reflection activity

Course Faculty: Mrs.Rashmi Y Harti

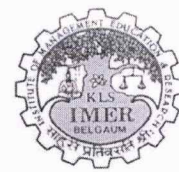


Director: Dr. Arif Shaikh





**Karnatak Law Society's
Institute of Management Education and Research
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Lesson Plan

Course: Employability Skills – I

Course Code: 25MNC100

Semester: I

Division: B

Academic Year: 2025-26

Duration of Session: 60 Min.

No. of Sessions: 25

Course Objectives:

1. Demonstrate practical proficiency in Microsoft Excel by designing analytical dashboards and business simulations across diverse corporate functions.

Learning Outcomes:

1. Apply advanced Excel techniques—such as VLOOKUP, Pivot Tables, and Conditional Formatting—for workplace efficiency and data management.
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3. Design industry-specific dashboards and trackers through mini-projects that reflect real-world business scenarios across diverse domains.

Sl. No	Date	Day	Timings	Topics to be Covered	Activities/Exercises (if any)
1	11/11/2025	Tuesday	3:30–4:30 PM	Course Introduction, Overview of Employability Skills	Orientation
2	13/11/2025	Thursday	12:30–1:30 PM	Excel Basics Refresher: Data Entry, Formatting	Hands-on worksheet
3	18/11/2025	Tuesday	3:30–4:30 PM	Excel Basics Refresher: Data Entry, Formatting	Hands on Worksheet
4	20/11/2025	Thursday	12:30–1:30 PM	Advanced Excel Functions: VLOOKUP	Employee database lookup
5	25/11/2025	Tuesday	3:30–4:30 PM	Pivot Tables – Basics	Create a sales summary pivot table
6	27/11/2025	Thursday	12:30–1:30 PM	Pivot Tables – Advanced Applications	HR attrition dashboard
7	02/12/2025	Tuesday	3:30–4:30 PM	Dynamic Dashboards using Pivot Tables & VLOOKUP	Group discussion
8	04/12/2025	Thursday	12:30–1:30 PM	Conditional Formatting – Basics	Highlight top/bottom performers
9	09/12/2025	Tuesday	3:30–4:30 PM	Conditional Formatting – Advanced	Heat maps for regional sales

10	11/12/2025	Thursday	12:30–1:30 PM	Data Analysis for Decision Making	Case study: Budget allocation
11	16/12/2025	Tuesday	3:30–4:30 PM	Excel-based Business Simulations	Recruitment funnel simulation
12	18/12/2025	Thursday	12:30–1:30 PM	Simulating business decisions using Excel	Individual exercise
13	23/12/2025	Tuesday	3:30–4:30 PM	Mini Project Orientation	Project selection
14	30/12/2025	Tuesday	3:30–4:30 PM	HR Dashboard for Employee Metrics	Dashboard creation
15	06/01/2026	Tuesday	3:30–4:30 PM	Sales Performance Tracker	Weekly sales report exercise
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23	03/02/2026	Tuesday	3:30–4:30 PM	Mini Project Development – Recruitment Funnel	Guided lab work
24	05/02/2026	Thursday	12:30–1:30 PM	Mini Project Development – Inventory System	Guided lab work
25	10/02/2026	Tuesday	3:30–4:30 PM	Interpreting peer feedback to refine dashboards	Reflection activity

Course Faculty: Mrs.Rashmi Y Harti

Director: Dr. Arif Shaikh