



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



Lesson Plan

**HUMAN RESOURCE MANAGEMENT
25DSC105**

Semester: I
Duration of Session: 60 Min.

Division: A

Academic Year: 2025-26
No. of Sessions: 30

Course Objectives:

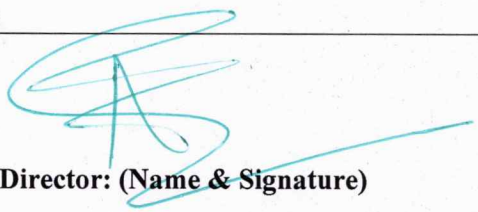
1. Understand the strategic role of HRM in organizational success and transformation
2. Explore core HR functions and their integration with business goals
3. Examine emerging trends, technologies, and global practices shaping HRM

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

Sr.No	Date	Timings	Topic Covered	Activities/Exercises
1	11-11-2025	10:30 AM – 11:30 AM	Introduction to HRM; Personnel → HRM Evolution	Short discussion
2	25-11-2025	11:30 AM – 12:30 PM	Evolution to Strategic HRM & Digital HR	PPT + examples
3	09-12-2025	10:30 AM – 11:30 AM	HRM vs HRD vs Talent Management	Case snippets
4	23-12-2025	11:30 AM – 12:30 PM	Intellectual Capital & Human Capital ROI	ROI calculation exercise
5	06-01-2026	10:30 AM – 11:30 AM	HRM's role in profitability, agility & innovation	Mini case
6	20-01-2026	11:30 AM – 12:30 PM	HR Planning	Workforce planning worksheet
7	03-02-2026	10:30 AM – 11:30 AM	HR Execution – Policies, implementation	Simulation
8	17-02-2026	11:30 AM – 12:30 PM	HR Evaluation – Scorecards & Metrics	Metrics activity
9	03-03-2026	10:30 AM – 11:30 AM	Case Study: HRM transformation in Indian startups	Student review

10	17-03-2026	11:30 AM – 12:30 PM	Module 1 Summary & CIE Review	Quiz	
11	31-03-2026	10:30 AM – 11:30 AM	Job Analysis, JD & JS	Template creation	
12	14-04-2026	11:30 AM – 12:30 PM	Sourcing & Selection Methods	Role-play	
13	28-04-2026	10:30 AM – 11:30 AM	Onboarding, Induction & Cultural Fit	Case discussion	
14	12-05-2026	11:30 AM – 12:30 PM	Training Need Assessment	TNA worksheet	
15	26-05-2026	10:30 AM – 11:30 AM	Training Design, Delivery, ROI	Training simulation	
16	09-06-2026	11:30 AM – 12:30 PM	Performance Appraisal Methods	Practice exercise	
17	23-06-2026	10:30 AM – 11:30 AM	Career & Succession Management	Career map activity	
18	07-07-2026	11:30 AM – 12:30 PM	CTC Structuring & Statutory Norms	CTC breakdown activity	
19	21-07-2026	10:30 AM – 11:30 AM	Exit Management – Process & KT	Exit interview analysis	
20	04-08-2026	11:30 AM – 12:30 PM	HR Tech: HRIS, Digital Tools	Tool demo	
21	18-08-2026	10:30 AM – 11:30 AM	AI in Recruitment, HR Analytics	Analytics exercise	
22	01-09-2026	11:30 AM – 12:30 PM	Virtual Teams, WFH, Gig Workforce	Group discussion	
23	15-09-2026	10:30 AM – 11:30 AM	Diversity & Inclusion Strategies	DEI activity	
24	29-09-2026	11:30 AM – 12:30 PM	Global HRM – Expatriation, Repatriation	Case examples	
25	13-10-2026	10:30 AM – 11:30 AM	Cross-cultural HRM	Cultural mapping activity	
26	27-10-2026	11:30 AM – 12:30 PM	Employer Branding & Talent Strategy	Branding workshop	
27	10-11-2026	10:30 AM – 11:30 AM	Strategic HRM Models & Alignment	Lecture + examples	
28	24-11-2026	11:30 AM – 12:30 PM	HR Tech Platforms (Darwinbox/Zoho)	Digital exploration	
29	08-12-2026	10:30 AM – 11:30 AM	CIE Assessment + Revision	CIE test	
30	22-12-2026	11:30 AM – 12:30 PM	SEE Preparation & Course Closure	Q&A and summary	

Dr. P. M. Kulhane  Course Faculty: (Name & Signature)	 Director: (Name & Signature)
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