

# Organisation of Engineering Systems and Human Resources Management - Video course

## COURSE OUTLINE

### (a) Course Design Rationale

The Rationale and objective of the course is to impart to the senior undergraduate engineering student:

1. an understanding of the theory and principles of Organisation of engineering systems & Human Resources 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) Course Outline

1. Introduction to the subject and the course
2. Module A: Basics of organisations and human resources management
  1. Understanding organisations
  2. Concerns of organising engineering business and systems
  3. Structure and process issues in running organisations
  4. Design issues in running organisations
  5. Operating organisations
3. Module B: Effectiveness and performance
  1. Cybernetics and systems framework
  2. Socio-technical systems
  3. Dealing with efficiency and excellence
  4. Man-machine relationship
  5. Longitudinal Thinking
4. Module C: Human elements of functioning organisations
  1. Concerns of recruitment, selection, skill formation and redeployment
  2. Developing teams and leadership
  3. Understanding motivation
  4. Elements of human resources planning
  5. Indian Industrial Law and managing industrial relations

## COURSE DETAIL

S.No.	Content	Hours
1	Introduction to the subject and the course	1 hr
2	<b>Module A: Basics of organizations and human resources management</b>	
2.1	Understanding organizations: nature and functions	2 hrs
2.2	Concerns of organising engineering business and systems	3 hrs



NP-TEL

# NPTEL

<http://nptel.iitm.ac.in>

## Management

**Coordinators:**

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2.3	Structure and process issues in running organisations	2 hrs
2.4	Design issues in running organisations	2 hrs
2.5	Operating organizations	3 hrs
3	<b>Module B: Effectiveness and performance</b>	
3.1	Cybernetics and systems framework	2 hrs
3.2	Socio-technical systems	3 hrs
3.3	Dealing with efficiency and excellence	3 hrs
3.4	Man-machine relationship	2 hrs
3.5	Longitudinal Thinking	2hrs
4	<b>Module C: Human elements of functioning organizations</b>	
4.1	Concerns of recruitment, selection, skill formation and redeployment	3 hrs
4.2	Developing teams and leadership	2 hrs
4.3	Understanding motivation	2 hrs
4.4	Elements of human resources planning	3 hrs
4.5	Indian Industrial Law and managing industrial relations	3 hrs
<b>Total Hours</b>		<b>38</b>

#### References:

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