

From,

22.07.2017

Dr Anupama K Malagi

Associate Professor & Co-ordinator

Department of HR

RVIM,

Jayanagar, Bangalore.

To,

The Director,

RVIM,

Jayanagar, Bangalore.

Respected Sir,

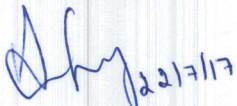
**Sub: Proposal for conducting HR Department Activities for 2017-18 ( July 2017-June 2018)**

With respect to the above mentioned subject, we wish to put forward for your kind perusal, a proposal for conducting the various activities for the I and III Sem MBA students for the academic Year 2017-18. Please find enclosed our proposal with the necessary details .

Kindly advise us on the further course of action.

Thank You,

Yours sincerely,



Dr. Anupama K. Malagi

Approved

24/07/17

## **Department of Human Resource Management**

### **Introduction:**

The Department of HR through its “Centre for Leadership and Human Excellence” aims to provide education and training of consistently high standards through innovative and versatile programmes that contributes to achieving the institution’s strategy, emphasized by clear values and principles.

### **Objectives:**

- ✦ To develop Competence- Academic and Professional among Staff and Students
- ✦ To foster the Culture – Mutual respect, personal maturity and integrity, team -work among Staff and Students
- ✦ To develop Personal skills - Character formation, Value consciousness, and Moral integrity among Staff and Students
- ✦ To develop Societal skills - Awareness about cultural heritage, responsibilities towards environment among Staff and Students

### **PLAN OF ACTIVITIES FOR THE PERIOD JULY 2017- JUNE 2018**

The activities of the department have been divided into four groups:

1. Student Focused Activities
2. Consultancy Activities
3. Academic Industry Interface
4. Memberships

### **STUDENT FOCUSED ACTIVITIES**

The objective of the Student Focussed Activities is:

- To understand the applicability of HR theories
- To give hands on training in contemporary HR issues



## Proposed Courses

The activities are divided Semester-wise:

### Semester 1 - Organization Theory and Practice

Credits - 2

Duration - 20 hours

#### Course Objectives:

- ✓ To develop a critical appreciation of central theoretical themes in organisational theory and evaluate the dynamic process in organisation based on the same.
- ✓ To develop abilities to assess and describe organizations showing linkages between environment, strategy and structure and point out to solutions.

### SEMESTER 3 – HR ANALYTICS

This course will be outsourced to an expert and will be offered to the students opting for HR specialization only

#### Content, Evaluation and Delivery

- ✦ The courses offered will be 2 credits (20 hours). The students will be given certificates after the successful completion of the course.
- ✦ The course content will be developed by the in-house faculty.
- ✦ The evaluation scheme is defined in the coursework.
- ✦ Areas that require practical knowledge will be outsourced to experts.

### CONSULTANCY ACTIVITIES

In this area, it is proposed to conduct developmental programs for corporates that will be developed in-house.

Take up consultancy projects with corporates.

Understand and study HR processes and propose interventions where necessary.

## **ACADEMIC INDUSTRY INTERFACE**

- ✦ The objective of All is to enable faculty keep abreast with the latest trends in the industry (HR Domain).
- ✦ To network with industry and link it with consultancy projects

The interface will be carried out by faculty visiting companies and interacting with the various functional heads.

## **MEMBERSHIPS TO PROFESSIONAL BODIES**

- ✦ It is proposed that all the faculty members of the HR Department become members of professional bodies.
- ✦ It is proposed to make all students taking HR as their specialization as members of the forum.
- ✦ Faculty will regularly attend the activities of the forum.
- ✦ The membership will be useful in brand building, acquiring consultancy projects and co-hosting conferences.



## R.V. INSTITUTE OF MANAGEMENT, BANGALORE

### COURSE OUTLINE

Course Title	Organizational Theory and Practice
Batch	2018-2020
Term	1
Course ID	OTPR
Credits	2 (20 sessions – 20 hours)

#### **Introduction:**

We have encountered organizations in every sphere of our life. Even as a student of business education you will be associated with organizations – large or small, as an employee or owner, upon graduating from this institute. Given the influence of organizations in our life both at a personal and a professional level, we need to understand what the organization is all about and how it is to be managed to achieve the desirable outcome. The purpose of this course is to introduce students to the study of organization via organization theory. It is crucial to understand how an organization operates and behaves so that students as future manager can mobilize resources, people, and guide their own professional careers.

#### **Course Objectives:**

- To develop a critical appreciation of central theoretical themes in organisational theory and evaluate the dynamic process in organisation based on the same.
- To develop abilities to assess and describe organizations showing linkages between environment, strategy and structure and point out to solutions.

#### **Course Learning Outcomes:**

On successful completion of the course, in a case situation, the student will be able to

- Evaluate a situation on organizational structure and strategy and apply a solution
- Evaluate the dynamic processes within any organization and point out solutions

#### **Course Content:**

- Fundamentals of Organization.
- Organizational Structure and Strategy.
- Contextual Dimensions of Organizational Structure.
- Open and Close System Approaches to Organizing.
- Dynamic Processes in Organizations.



**Prescribed Text Book:**

Daft R.L (2016), *Understanding the Theory and Design of Organization* (10<sup>th</sup> edition), Cengage Learning.

***Details of Evaluation components***

	Weightage (%)	Duration (Minutes)	Open / Close Book
<b>Mid Term Exam</b>	25%	180	Close Book
<b>End Term Exam</b>	25%	180	Close Book

**Other Evaluation Components*****Details of Evaluation components (other than mid term & end term)***

Sl No.	Type of Assessment	Weightage	Schedule in the session plan
1	Summary of an article	15%	At the end of 7th session
2	Summary of an article	15%	At the end of 15th session
3	Quiz	20%	Surprise quiz. There will be at least 4 quizzes; Two of them will be before the mid-term and remaining will be post mid-term.

**Session plan (OTPR-2017-18)**

Session No	Topic for the Session	Pedagogy	Pre class reading	Text Chapter Reading (pre class)	Discussion Points
<b>Module 1: Fundamentals of Organizations</b>					
1	Introduction to the course. Introduction to Organization Theory	Lecture and discussion. Activity to understand the concept of organization	Adam Smith , <i>The Wealth of Nations</i> , Chapter 1 Pages.8-14	Chapter 1: Page. 2-14	Concept of 'Organization'. Why do organizations exist? Why organize at all?
2	Vision, Mission and Goals	Lecture and discussion.	Collins and Porras (1991), "Organizational Vision and Visionary Organization", <i>California Management Review</i> , 34 (1): 30-52		What are organizational vision, mission and goal?  Does vision,



			Case study: Panda, A. and Gupta R.K., (2003) "Why mission statement became a show piece? Case of an Indo- American Joint Venture", <i>Vikalpa</i> 28(2):23-47		mission and goal have any role in organizational functioning?
	Module 2: Organizational Structure and Strategy				
3	Organizational Structure – 1	Lecture and discussion.		Chapter 3	To analyze the structure of the organization and its implications What are the plus and minus of functional, divisional and hybrid designs? What is the role of context in organizational structure?
4	Organizational Structure – 2	Lecture and discussion.	ABB: A huge globe matrix Moshal B.S., (2010) <i>Organizational Theory and Behaviour</i> , 2 <sup>nd</sup> edition, Pg. 299 - 301	Chapter 3	To analyze the structure of the organization and its implications What are the plus and minus of functional, divisional and hybrid designs? What is the role of context in organizational structure?
5	Organizational Structure – 3	Case Discussion	Case 1: Bosch group in India		
	<b>QUIZ 1</b>				
6	Organizational Strategy	Lecture and discussion.	Kim and Mauborgne (2009) "How Strategy Shapes Structure", <i>Harvard Business Review</i>	Chapter 2 Pg.58 - 85 Chapter 3 Pg.88 - 132	Discussion on frameworks of strategy What kind of structure would 'fit' best with each strategy?



7	Organization design and strategy	Case Discussion	Case 2: Procter and Gamble: Organization 2005 (A)		
<b>Summary of an article (15%)</b>					
<b>Module 3: Contextual Dimension of Organizational Structure</b>					
8	Organizational Technology	Lecture and discussion.		Chapter 7 Pg.252-328	What is core and non- core technology? How organizational technology is related to the structure?
9	Organizational Environment -1	Lecture and discussion.		Chapter 4 Pg.138-168	How environmental uncertainty is assessed? How organizations respond to the environment?
10	Organizational Environment -2	Lecture and discussion.		Chapter 5 Pg.174-192	What is the horizontal relationship across organizations? How “resource dependence” is different from “institutionalism”? What is the essence of “population ecology” argument?
<b>QUIZ 2</b>					
11	Organizational Culture -1	Lecture and case discussion	Sinha, A., & Arora, B. (2012). Fit between Organizational Culture and Business Excellence: A Case Study of Heavy Electrical Equipment Plant, BHEL. <i>Vikalpa: The Journal For Decision Makers</i> , 37(3)	Chapter 10 Pg.372 - 399	What is culture? What purpose does culture play in an organization? How culture reinforces the strategy and structure of the organization?
12	Organizational Culture -2	Case discussion	Case 4: ABC Energy Limited: Culture and Formalization		



<b>Module 4: Open and Close System Approaches to Organizing</b>					
13	Traditional ways of Organizing – 1 (Close System Approach)	Lecture and discussion	“Bureaucracy: A Closer Look”		What is a close-system approach? What is Bureaucracy? Is Bureaucracy still relevant?
14	Traditional ways of Organizing – 2 (Close System Approach)	Lecture and discussion	“The Hawthorne Experiment” “General Principles of Management” “Scientific Management Principles”		What is Taylorism, and Fordism? What is the argument of Mayo? How these classical theories are still in practice?
<b>QUIZ 3</b>					
15	Contingency Theory (open system approach)	Lecture and discussion	Reading materials to be distributed later		What is contingency theory? What does contingency theory have to say about organizational design?
<b>Summary of an article (15%)</b>					
<b>Module 5: Dynamic Processes in Organization</b>					
16	Organizational Change -1	Lecture and discussion		Chapter 11 Pg.410 - 445	What are the different types of organizational change? Why there is a resistance to change and how it can be handled?
17	Organizational Change -2	Case Discussion	Case : HCL Technologies		
18	Organizational Effectiveness --1	Lecture and discussion	Creating Corporate Advantage, HBR, 1998 The Effective Organizations: Forces and Forms, MIT Sloan Management Review, 1991	Chapter 2	What is organizational effectiveness? How organizational effectiveness is assessed?

19	Organizational Effectiveness --2	Case Discussion	Case: Pimentel, L., & Major, M. J. (2014). <i>Total Quality Management &amp; Business Excellence</i> , 25(7/8), 763-775.		
<b>QUIZ 4</b>					
20	Organizations as instrument of domination and course wrap up	Discussion			

**Reference Book:**

Koontz , H. and Weihrich, H, *Essentials of Management* (13<sup>th</sup> edition), McGraw-Hill.

Moshal B.S., *Organizational Theory and Behaviour – Text and Cases*, (2<sup>nd</sup> edition), Moshal B.S





Rashtreeya Sikshana Samithi Trust

**R V INSTITUTE OF MANAGEMENT**

CA-17, 36TH CROSS, 26TH MAIN, 4TH T BLOCK, JAYANAGAR, BANGALORE - 560 041

**Department of Human Resources**

First Semester Certificate Course Examination 2018

**Attendance Sheet**

February 12, 2018

Sl.	Reg No.	Name of the Student	Signature
1	171GCMD001	ABHISHEK	<i>Abhishek</i>
2	171GCMD002	ABHISHEK P	<i>Abhishek P</i>
3	171GCMD003	ABHISHEK S A	<i>Abhishek S A</i>
4	171GCMD004	ABUZAR WANI	<i>Abuzar</i>
5	171GCMD005	ADDULA PRASHANTH	<i>A. Prashanth</i>
6	171GCMD006	ADITYA	<i>Aditya</i>
7	171GCMD007	ADITYA GOVIND	<i>Aditya</i>
8	171GCMD008	ADITYA SIDDARTH R S	<i>Aditya Siddarth R S</i>
9	171GCMD009	AISHWARYA A N	<i>A. N. Aishwarya</i>
10	171GCMD010	AISHWARYA V YADAV	<i>Aishwarya</i>
11	171GCMD011	AKASHA D M	<i>Akasha D M</i>
12	171GCMD012	AKHILESH N N	<i>Akhilesh</i>
13	171GCMD013	AKSHAY CHAKRAPANI	<i>Akshay C</i>
14	171GCMD014	AMARESH YABANA GOUDA	<i>Amaresh</i>
15	171GCMD015	AMBIKA R B	<i>Ambika R B</i>
16	171GCMD016	AMRUTH S RAO	<i>Amruth S Rao</i>
17	171GCMD017	ANAND SANAGAMESH BADA WADAGI	<i>Anand S. Badawadagi</i>
18	171GCMD018	ANANYA NAGRAJ	<i>Ananya</i>
19	171GCMD019	ANIL KUMAR S S	<i>Anil Kumar S. S</i>
20	171GCMD020	ANITA KUMARI	<i>Anita</i>
21	171GCMD021	ANJALI MISHRA	<i>Anjali</i>
22	171GCMD022	ANKITHA A	<i>Ankitha</i>
23	171GCMD023	ANUSHA M R	<i>Anusha M R</i>
24	171GCMD024	ANUSHA R B	<i>Anusha R B</i>
25	171GCMD025	ARAVIND KUMAR V S	<i>Aravind Kumar</i>
26	171GCMD026	ARPITA MOHAN HEGDE	<i>Arpita</i>
27	171GCMD027	ARPITHA K	
28	171GCMD028	ASHWIN WANI	<i>Ashwin</i>
29	171GCMD029	ASWINI N	<i>Ashwini N</i>
30	171GCMD030	BALAMURALI KRISHNA K	<i>B. Murali</i>

NAME OF INVIGILATOR: DR. SHRUTHI J. MAYUR.

SIGN: *Dr. Shrut*

TOTAL NO. OF STUDENTS: 30

REG. NO. OF ABSENTEES: 0

ATTENDANCE FOR EXAMS: 30





Rashtreeya Sikshana Samithi Trust

Room No. 310

# R V INSTITUTE OF MANAGEMENT

CA-17, 36TH CROSS, 26TH MAIN, 4TH T BLOCK, JAYANAGAR, BANGALORE - 560 041

## Department of Human Resources

First Semester Certificate Course Examination 2018

### Attendance Sheet

February 12, 2018

Sl.	Reg No.	Name of the Student	Signature
1	171GCMD031	BHARGAV C R	Bhargav
2	171GCMD032	BIJAN DAS	BiJan Das.
3	171GCMD033	CHANDANA M	Chandana-M
4	171GCMD034	CHANDANKUMAR D K	Chandankumar
5	171GCMD035	DANIEL REMOND S	Daniel
6	171GCMD036	DEEKSHA	Deeksha
7	171GCMD037	DEEPAK H Y	Deepak
8	171GCMD038	DEEPIKA W R	Deepika
9	171GCMD039	DHANUSH K S	Dhanush
10	171GCMD040	DHANUSH R C	Dhanush
11	171GCMD041	DIWAKAR YADAV	Diwaka
12	171GCMD042	GAYETRI THAPA	Gayatri
13	171GCMD043	GNANESH S	Gnanesh
14	171GCMD044	GOPA PANDEY	Gopa
15	171GCMD045	GOPIKA KALAL	Gopal
16	171GCMD046	GOWDA DEEPAK SATISH	Gowda
17	171GCMD047	GREESHMA RAO	Greeshma Rao.
18	171GCMD048	GURUVINTHA VARSHINI B	Guruvinta Varshini B
19	171GCMD049	HAJIRA SANA	Hajira
20	171GCMD050	HAREESH P NEELGUND	Hareesh
21	171GCMD051	HARSHITHA H S	Harshitha H S
22	171GCMD052	HUZEFA	Huzeefa
23	171GCMD053	INCHARA GIRISH T	Inchara Girish T
24	171GCMD054	INDRAJITH YADAV B S	Indrajith
25	171GCMD055	INDRAKUMAR NAGAKUMAR JAIN	Indrakumar





Rashtreeya Sikshana Samithi Trust

**R V INSTITUTE OF MANAGEMENT**

CA-17, 36TH CROSS, 26TH MAIN, 4TH T BLOCK, JAYANAGAR, BANGALORE - 560 041

**Department of Human Resources**

First Semester Certificate Course Examination 2018

**Attendance Sheet**

February 12, 2018

Sl.	Reg No.	Name of the Student	Signature
1	171GCMD143	SHOBITH P J	<i>Shobith</i>
2	171GCMD144	SHRUTHI S	<i>Shruthi</i>
3	171GCMD145	SIDDHARTH JAIRAM HEGDE	<i>Siddharth</i>
4	171GCMD146	SINDHU J	<i>Sindhu</i>
5	171GCMD147	SNEHA B TALIKOTI	<i>Sneha</i>
6	171GCMD148	SOUVIK HALDER	<i>Souvik</i>
7	171GCMD149	SOWMYASREE N	<i>N. Sowmyasree</i>
8	171GCMD150	SRIKANTH C	<i>C. Srikanth</i>
9	171GCMD151	SUHAS S	<i>Suhas</i>
10	171GCMD152	SUNETHRA V	<i>Sunethra</i>
11	171GCMD153	SUPREETH T	<i>Supreeth</i>
12	171GCMD154	SURYAKANTH M N	<i>Suryakanth</i>
13	171GCMD155	SUSHMA D S	<i>Sushma</i>
14	171GCMD156	SWETA ULHAS REVANKAR	<i>Revankar</i>
15	171GCMD157	SWETHA H S	<i>Swetha</i>
16	171GCMD158	SYED FARAZ	<i>Syed Faraz</i>
17	171GCMD159	SYED TOUSIF	<i>Syed Tousif</i>
18	171GCMD160	TANVEERUZZAMA MOHAMMED ISMAIL	<i>Tanveer</i>
19	171GCMD161	TARIQ MD SALAUDDIN	<i>Tariq</i>
20	171GCMD162	TEJASWINI B	<i>Tejaswini</i>
21	171GCMD163	ULLAS A R	<i>Ullas</i>
22	171GCMD164	VARIJA KUMAR S	<i>Varija</i>
23	171GCMD165	VEDH G SHAIKH	<i>Vedh</i>
24	171GCMD166	VENKATESH K NAIK	<i>Venkatesh</i>
25	171GCMD167	VIDWAN N P	<i>Vidwan</i>
26	171GCMD168	VIJAYA BHAGAVATH	<i>Vijaya</i>
27	171GCMD169	VISHAL	<i>Vishal</i>
28	171GCMD170	VISHAL BHATT	<i>Vishal</i>
29	171GCMD171	VISHNU V PHALGUNAN	<i>Vishnu</i>
30	171GCMD172	YASHWINI S BARAGUR	<i>Yashwini</i>

12/2/18  
 (G. MATHESHA)





Rashtreeya Sikshana Samithi Trust

**R V INSTITUTE OF MANAGEMENT**

CA-17, 36TH CROSS, 26TH MAIN, 4TH T BLOCK, JAYANAGAR, BANGALORE - 560 041

**Department of Human Resources**

First Semester Certificate Course Examination 2018

**Attendance Sheet**

February 12, 2018


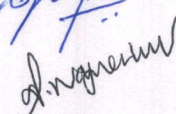
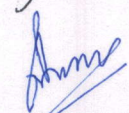
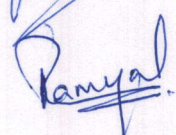
Sl.	Reg No.	Name of the Student	Signature
1	171GCMD112	PRIYANKA H V	
2	171GCMD113	PURUSHOTHAM REDDY N	
3	171GCMD114	R MANISHA	
4	171GCMD115	RAHEMATHULLAH MULLAN	
5	171GCMD116	RAJESH U	
6	171GCMD117	RAKSHATH ROSHAN KULKARNI	
7	171GCMD119	RANJITH D S	
8	171GCMD120	RANJITHA N	
9	171GCMD121	RATHNAKARA	
10	171GCMD122	RAVINDRA SHIVANING HULLOLI	
11	171GCMD123	RITISH REDDY N	
12	171GCMD124	ROHAN ARUNKUMAR RAO	
13	171GCMD125	RONAK REVANKAR	
14	171GCMD126	RUPALI SINHA	
15	171GCMD127	S K MEGHANA	
16	171GCMD128	SABINA GULAB JAMADAR	
17	171GCMD129	SAGAR A	
18	171GCMD130	SAHAS SHETTY	
19	171GCMD131	SAMPREETH T R	
20	171GCMD132	SAMYUKTHA VARMAN N	
21	171GCMD133	SANDEEP KUMAR SINGH	
22	171GCMD134	SANJAY KUMAR B	
23	171GCMD135	SANTOSH R JAKATI	



# OTPR - Certificate course examination.

12/12/18

## Invigilation duty chart.

Room no.	Name of the invigilation	Signature.
309	Dr. Shreethi J. Mayur	
310	Dr. A. Narasima Venkatesh	
311	Ms. Rashmi Sreeley	
312	Ms. Ramya S	
211	Mr. Mahesh G.	