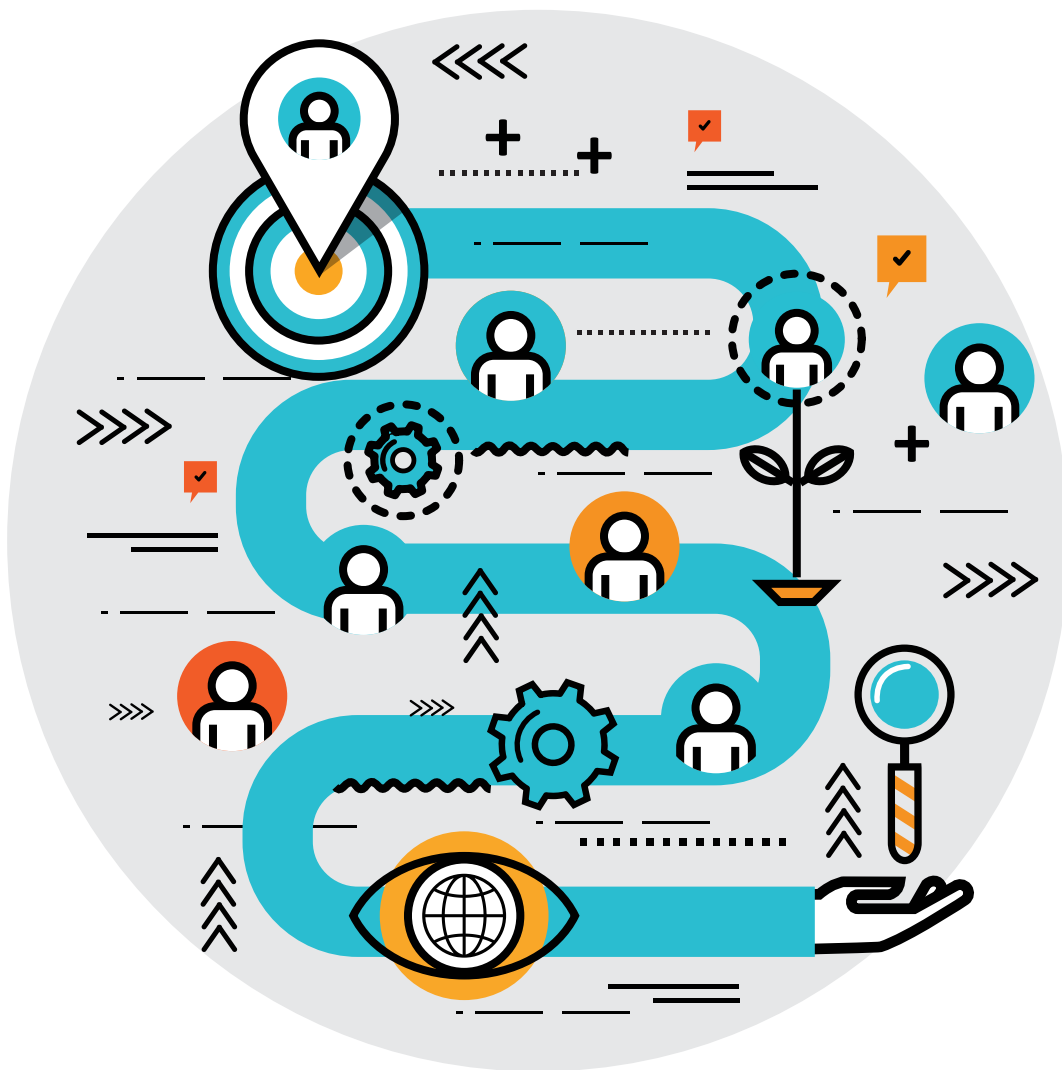


National Curriculum of Pakistan
2022-23

TECHNICAL EDUCATION

HUMAN RESOURCE MANAGEMENT(HRM)

Grades 11-12



NATIONAL CURRICULUM COUNCIL SECRETARIAT
MINISTRY OF FEDERAL EDUCATION AND
PROFESSIONAL TRAINING, ISLAMABAD
GOVERNMENT OF PAKISTAN

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

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It is with great pride that we, at the National Curriculum Council Secretariat, present the first core curriculum in Pakistan's 75-year history. Consistent with the right to education guaranteed by Article 25-A of our Constitution, the National Curriculum of Pakistan (2022-23) aspires to equip every child with the necessary tools required to thrive in and adapt to an ever-evolving globalized world.

The National Curriculum is in line with international benchmarks, yet sensitive to the economic, religious, and social needs of young scholars across Pakistan. As such, the National Curriculum aims to shift classroom instruction from rote learning to concept-based learning.

Concept-based learning permeates all aspects of the National Curriculum, aligning textbooks, teaching, classroom practice, and assessments to ensure compliance with contemplated student learning outcomes. Drawing on a rich tapestry of critical thinking exercises, students will acquire the confidence to embark on a journey of lifelong learning. They will further be able to acknowledge their weaknesses and develop an eagerness to build upon their strengths.

The National Curriculum was developed through a nationwide consultative process involving a wide range of stakeholders, including curriculum experts from the public, private, and non-governmental sectors. Representatives from provincial education departments, textbook boards, assessment departments, teacher training departments, *deeni madaris*, public and private publishers, private schools, and private school associations all contributed their expertise to ensure that the National Curriculum could meet the needs of all Pakistani students.

The experiences and collective wisdom of these diverse stakeholders enrich the National Curriculum, fostering the core, nation-building values of inclusion, harmony, and peace, making the National Curriculum truly representative of our nation's educational aspirations and diversity.

I take this opportunity to thank all stakeholders, including students, teachers, and parents who contributed to developing the National Curriculum of Pakistan (2022-23)

Dr. Mariam Chughtai

Director

National Curriculum Council Secretariat

Ministry of Federal Education and Professional Training

Human Resource Management Grades 11-12

Progression Grid

Domain A: Introduction of HRM

Standard A: Students will get familiarized with the basic concepts, terminology, and components of HRM

Grade 11	Grade 12
Benchmark I: Students will be able to describe human resource management from a systemic and strategic perspective.	
Student Learning Outcomes	
[SLO:HRM-11-A-01]: Students will be able to define the term management, purpose and need of management, Human Resource Management, resources and management	[SLO:HRM-12-A-01]: Students will be able to Recognize the fundamental human resource management (HRM) like line and staff aspect of HRM
[SLO:HRM-11-A-02]: Students will be able to explain how the concept of human resource management relates to the management process	[SLO:HRM-12-A-02]: Students will be able to explain human resource management from a strategic perspective.
[SLO:HRM-11-A-03]: Students will be able to define key terms related to HRM such as :	[SLO:HRM-12-A-03]: Students will be able to differentiate the types of strategies, its

<ul style="list-style-type: none"> i. Management, manager, efficiency, effectiveness ii. Organization culture, workforce diversity iii. Management functions, roles & skills iv. Human capital 	<p>processes and define the role of competitive advantage</p>
<p>Benchmark II: Students will be able to describe the role of HRM in contemporary world</p>	
<p>Student Learning Outcomes</p>	
<p>[SLO:HRM-11-A-04]:</p> <p>Students will be able to describe the field of "human resource management" and understand its relevance to managers and employees in work organizations especially in a global economy.</p>	<p>[SLO:HRM-12-A-04]:</p> <p>Students will be able to explain the role of HRM in the present millennium.</p>
	<p>[SLO:HRM-12-A-05]:</p> <p>Students will be able to describe how the major roles of HR management are being transformed with respect to diversity and globalization</p>

Domain B: Functions of HRM

Standard B: Students will identify and explain the eight functions of HRM; HR Planning, recruitment, selection, orientation, training, reward & compensation, performance appraisal and career development

<p>Grade 11</p>	<p>Grade 12</p>
<p>Benchmark I: Students will explain the functions of human resource management. Benchmark II: Students will have the opportunity to identify specific tools and methods employed in the execution of nine HRM functions.</p>	

Student Learning Outcomes

[SLO:HRM-11-B-01]: Student will be able to define the different terms of HRM functions like HR Planning, job analysis, recruitment and selection, training & development, and performance management	[SLO:HRM-12-B-01]: Student will be able to explain various functions of HRM and its implication in organizational settings
[SLO:HRM-11-B-02]: Students will be able to explain the significance of HR functions in different organizations	[SLO:HRM-12-B-02]: Student will be able to apply the tools and techniques used in HR functions in case studies
[SLO:HRM-11-B-03]: Student will be able to list the advantages and disadvantages of different functions of HRM	

Domain C: Future of HRM

Standard C: Students will identify recent trends and issues in HRM

Grade 11	Grade 12
Benchmark 1: Students will be able to identify and explain current issues and trends in the field of HRM such as ethical issues, diversity, safety, health, and globalization.	
Student Learning Outcomes	
[SLO:HRM-11-C-01]: Students will be able to identify and explain the recent trends and challenges in HRM such as diversity, technology and culture.	[SLO:HRM-12-C-01]: Student will be able to define the present role of HR manager and compare it with its traditional role
[SLO:HRM-11-C-02]: Students will be able to define the term talent management approach to managing human resource	[SLO:HRM-12-C-02]: Student will be able to illustrate the ethical issues in HRM and its solution <ul style="list-style-type: none">i. Privacy, race and disabilityii. Discrimination, opportunity for new skilliii. Safety and health issue
	[SLO:HRM-12-C-03]: Student will be able to explain managing diversity in organization <ul style="list-style-type: none">i. Concept of diversity managementii. Role and importance of diversity management in organizationiii. Diversity management process
Benchmark 2 Students will be able to describe the role of technology within the realm of HRM.	

Student Learning Outcomes	
[SLO:HRM-11-C-03]: Students will identify the role of technology in HRM.	[SLO:HRM-12-C-04]: Students will recognize how performance can be enhanced through the human resource information system by saving time, resources and bringing transparency
[SLO:HRM-11-C-04]: Students will describe the importance of the concept of globalization.	[SLO:HRM-12-C-05]: Students will identify various software applications in HRM.

Domain D: Green HRM

Standard D: Student will be able to analyze characteristics and properties of Green HRM

Grade 11	Grade 12
Benchmark I: Students will be able to evaluate green HRM and analyze its importance in the real world	
Student Learning Outcomes	
[SLO:HRM-11-D-01]: Students will define the concept of green HRM	[SLO:HRM-12-D-01]: Student will be able to define green HRM and how organization go green
[SLO:HRM-11-D-02]: Students will apply elements of green HRM in case studies of organizations	[SLO:HRM-12-D-02]: Students will evaluate green management actions through case studies of organizations using at least 3 green HRM policies

<p>[SLO:HRM-11-D-03]:</p> <p>Students will explain the concept of employee safety and health at workplace pertaining to elements of green HRM</p>	<p>[SLO:HRM-12-D-03]:</p> <p>Students will identify ways of raising awareness regarding sustainability in the workplace</p>
<p>[SLO:HRM-11-D-04]:</p> <p>Students will be able to define and explain the following terms:</p> <ul style="list-style-type: none"> i. Eco-friendly environment ii. Sustainability iii. Green recruitment and selection 	<p>[SLO:HRM-12-D-04]:</p> <p>Students will be able to identify the policies and practices of green HRM</p> <ul style="list-style-type: none"> i. Green recruitment and selection ii. Green performance management iii. Green compensation and reward management
<p>[SLO:HRM-11-D-05]:</p> <p>Students will be able to explain the advantages and disadvantages of green HRM</p>	



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