

Veer Narmad South Gujarat University
Bachelor of Business Administration
Year – III (Semester – V) (W.E.F. A.Y.2021-22)

Subject Name: Human Resource Development
(HRM Elective Group)
Subject Code: HSE-1 505

Objectives: The organization, which doesn't react to changes becomes "Outdated". So the subject will enable the students to learn the necessities of Development of Human Resources and Organizations and Contemporary issues in HRM will enable the budding managers more HR professional.

Pedagogic Tools: Lectures, Assignments, Case Studies, Presentations, Practical Examples from corporate and business world.

Course Content:

Chapter 1: Human Resource Development (30%)

1. Introduction (Definition, Strategic HRD, Features, Benefits, Scope, Needs ,Objectives)
2. HRD Process
3. HRD methods, techniques, mechanisms, instruments, subsystems
4. Principles in designing HRD system
5. Attributes of HRD manager
6. Current scenario of HRD in India with suitable Examples
7. HRD practices across the globe.
8. Different index related to HRD as Human Development Index, EQ, SQ ,etc.

Chapter 2: Organization Change and Development (20%)

1. Organization Change (Introduction, types, reasons)
2. Reasons for change, Resistance to change, planned change and Ways to invite change
3. Interventions and changes: Quality of work life, TQM, ISO-9000, Training, TA, Feedback and change, competition, Benchmarking and change.
4. Organization Development (Definitions, characteristics of OD, OD Assumptions)
5. Various OD Interventions in detail

Chapter 3: Management Development Programmes**(20%)**

1. Introduction and Objectives of MDP
2. MDP Process
3. Techniques of MDP (On the Job and Off the Job)
4. Evaluation of MDP

Chapter 4: Contemporary Issues in HRD**(30%)**

1. Managing Ethical Issues in HRM (Nature, Sources of Business Ethics, Importance, Ethical Dilemmas, How to manage Ethics)
2. Employee Engagement (Meaning, types, measurement of Employee Engagement, Strategies)
3. Employee Empowerment (Definition, Conditions necessary for Empowerment, Forms of Empowerment, Barriers of Empowerment, Empowerment in India)
4. Managing Human Resources in Virtual Organizations (Meaning, Definitions, Types, Advantages and Disadvantages, HRM in Virtual Organizations)

References:

- 1) Human Resource Management by C. B.Gupta
- 2) Human Resource Management by S. S.Khanka
- 3) Essentials of Human Resource Management and Industrial Relations by P. SubbaRao
- 4) Organization Behaviour By K.Ashwathappa
- 5) Human Resource Management by GaryDessler
- 6) Human Resource Management by BiswajeetPatnayak
- 7) Human Resource Management by K.Ashwathappa