

SARDAR PATEL UNIVERSITY
Programme: BCOM
Semester: IV
Syllabus with effect from : NOVEMBER 2019

Paper Code: UB04DCOM28	Total Credit: 3
Title Of Paper: Human Resource Development	

Unit	Description in detail	Weighting (%)
1	Concept of HRD Importance of Human Factor, Need for HRD especially in the Indian Context, HRD Functions Role of HRD Professional, Outcome of HRD	25 %
2	Different Aspects of HRD Different between traditional Personnel Management functions and HRD, Planning the HRD System: HRD Philosophy, HRD Subsystems, HRD objectives, HRD Policies, HRD Action Plan	25 %
3	Organizing the HRD System HRD Organization, Tasks of HRD Department, Attributes of HRD Manager, Pre-requisites for making HRD effective, HRD Process, HRD Methods or Mechanism, HRD Climate and organization climate, Universities of HRD Practices	25 %
4	Integrating Individual and Organization Formal vs. Informal Organization, Organization Culture, integrating individual with organizational culture, integration of goal and effectiveness	25 %

Basic Text & Reference Books

Human Resource Development by Deepak Sharma
Human Resource Development by M.S.Talwar/ Pradeep
Kumar Human Resource Development by V. K Jain
Human Resource Development by Tirupati
Human Resource Development by Ghosh

