

**SARDAR PATEL UNIVERSITY**  
**Programme: BCOM**  
**Semester: IV**  
**Syllabus with effect from : Nov./Dec. 2020**

<b>Paper Code:</b> UB04DCOM58	<b>Total Credit: 3</b>
<b>Title Of Paper:</b> Human Resource Development	

<b>Unit</b>	<b>Description in detail</b>	<b>Weighting (%)</b>
<b>1</b>	<b>Concept of HRD</b> Importance of Human Factor, Need for HRD especially in the Indian Context, HRD Functions Role of HRD Professional, Outcome of HRD	<b>25 %</b>
<b>2</b>	<b>Different Aspects of HRD</b> Different between traditional Personnel Management functions and HRD, Planning the HRD System: HRD Philosophy, HRD Subsystems, HRD objectives, HRD Policies, HRD Action Plan	<b>25 %</b>
<b>3</b>	<b>Organizing the HRD System</b> 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	<b>25 %</b>
<b>4</b>	<b>Integrating Individual and Organization</b> Formal vs. Informal Organization, Organization Culture, integrating individual with organizational culture, integration of goal and effectiveness	<b>25 %</b>

**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

