

**SARDAR PATEL UNIVERSITY**  
**M.COM. (BUSINESS STUDIES)**  
**SEMESTER-II**

<b>Course Code</b>	<b>PB02ECOM53</b>	<b>Title Of The Course</b>	<b>Human Resource Development</b>
Total Credits Of The Course	4	Hours Per Week	15

<b>Course Objectives</b>	<ol style="list-style-type: none"> <li>1. The Students can understand and evaluate the Historical Development of HRD, why there is a need of HRD, the HRD System and Why HRD is very important?</li> <li>2. To Make the Students evaluate the HRD System, HRD Climate and the Importance of Training and Development for HRD.</li> <li>3. Students can define, understand and discuss the HRD Mechanism, the concept of Quality of Work Life and can analyze and identify the specific issues and the Barriers to Quality of Work Life.</li> <li>4. Students will learn the Concept of Career Planning, Career Development, HRD Process; they can understand why proper Career Planning is very important, and how they can make effective Career Planning.</li> </ol>
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<b>Course Content</b>		
<b>Unit</b>	<b>Description</b>	<b>Weightage</b>
<b>1.</b>	<b>HRD AN INTRODUCTION</b> <ul style="list-style-type: none"> <li>• Historical Development</li> <li>• Concept of HRD</li> <li>• Characteristics of HRD</li> <li>• Objectives of HRD</li> <li>• Need for HRD</li> <li>• HRD as a Total System</li> <li>• Functions of HRD</li> <li>• HRD and Personnel Management</li> </ul>	<b>25%</b>
<b>2.</b>	<b>HRD SYSTEM, HRD CLIMATE AND CULTURE</b> <ul style="list-style-type: none"> <li>• The Process of designing HRD System</li> <li>• The Principals in designing HRD System</li> <li>• Factors affecting in HRD System designing</li> <li>• Concept of Climate</li> <li>• Factors affecting HRD Climate</li> <li>• Indian Culture and HRD</li> <li>• The Development Dimensions</li> </ul> <b>TRAINING AND EXECUTIVE DEVELOPMENT</b>	<b>25%</b>

	<ul style="list-style-type: none"> <li>• Concept Of Training And Development</li> <li>• Principles Of Training</li> <li>• Need And Importance Of Training</li> <li>• Training And Development Methods</li> </ul>	
<b>3.</b>	<p><b>HRD MECHANISM AND QUALITY OF WORK LIFE</b></p> <ul style="list-style-type: none"> <li>• Pre –Requisites for Human Resource Development</li> <li>• The variables in HRD Mechanism</li> <li>• The HRD Process</li> <li>• HRD Outcomes</li> <li>• Organizational Effectiveness</li> </ul> <p><b>QUALITY OF WORK LIFE (QWL)</b></p> <ul style="list-style-type: none"> <li>• Concept</li> <li>• Specific Issues in QWL</li> <li>• QWL and productivity</li> <li>• Barriers to Quality of Work Life</li> </ul>	<b>25%</b>
<b>4.</b>	<p><b>CAREER PLANNING AND DEVELOPMENT</b></p> <ul style="list-style-type: none"> <li>• Concept of Career Planning</li> <li>• Objectives of Career Planning</li> <li>• Process of Career Planning</li> <li>• Advantages of Career Planning</li> <li>• Limitations of Career Planning</li> <li>• Making Career Planning Effective</li> <li>• Succession Planning</li> <li>• Concept of Career Development</li> <li>• Individual Career Development</li> <li>• Organizational Career Development</li> <li>• Steps involved in establishing a Career Development System</li> <li>• Suggestions for Effective Career Development</li> <li>• HRD and Career Planning and Development</li> </ul>	<b>25%</b>

<b>Teaching-Learning Methodology</b>	Direct Lecture, Power Point Presentations, Seminars, Students Presentation and Questions-Answers during lectures
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<b>Evaluation Pattern</b>		
<b>Sr.No.</b>	<b>Details of the Evaluation</b>	<b>Weightage</b>
<b>1.</b>	Internal/Written Examination	<b>20%</b>
<b>2.</b>	Internal Continuous Assessment in the form of Practical , Viva-Voce, Quizzes, Seminars, Assignments, Attendance	<b>10%</b>
<b>3.</b>	University Examination	<b>70%</b>

<b>Course Outcomes:</b> Having Completed this Course, the Students will be able to Understand/Analyze/and Learn	
<b>1.</b>	How the Concept of HRD has evolved, what are the Characteristics of HRD, what are the major Objectives of HRD in any Organizations, Why there is a need of HRD in Organizations and finally they can analyze HRD as a Total System in the Organizations and how HRD and Personnel Management are related?
<b>2.</b>	The Students can evaluate the HRD System, HRD Climate and HRD Culture. They can learn what Process is followed by Organizations while designing HRD System, what Principles they have to follow while designing the HRD System, they can identify the Factors that affect the HRD System designing, they can make an analysis of HRD Climate and the Factors that affect the HRD Climate and can understand and evaluate different Development Dimensions and the Indian Culture and the HRD. They can analyze the importance of Training and can learn different Training Methods.
<b>3.</b>	Students can understand the HRD Mechanism, the important Pre-requisites of HRD Mechanism in Organizations, what is the Concept of Quality of Work Life; they can analyze the specific issues in QWL and relate the QWL to productivity and can identify the Barriers to QWL.
<b>4.</b>	Students will learn the Concept of Career Planning, Succession Planning, Career Development, Individual Career development and Organizational Career Development System. They will understand why Career Planning is important, what objectives are served by Career Planning, and how they can make effective career planning.

<b>Suggested References:</b> (include Reference Material from where a student is expected to study the said content in APA Style) Reference Websites can also be included)	
<b>Sr. No</b>	<b>References</b>
<b>1.</b>	<b>Gupta Santosh and Gupta Sachin. (2008). "HRD: Concepts and Practice"</b> Second Edition, 2008, Deep and Deep Publications Pvt. Ltd. New Delhi.

<b>On-Line Resources available that can be used as Reference Material</b>	
<b>The Students can Make a Choice of this Course on UGC MOOCs a Vertical of SWAYAM Portal</b>	
<b>SITE ADDRESS: <a href="https://ugcmoocs.inflibnet.ac.in/moocs_courses.php">https://ugcmoocs.inflibnet.ac.in/moocs_courses.php</a></b>	
<ul style="list-style-type: none"> <li>• <a href="https://ugcmoocs.inflibnet.ac.in/view_module_ug.php/237">https://ugcmoocs.inflibnet.ac.in/view_module_ug.php/237</a></li> <li>• <a href="https://ugcmoocs.inflibnet.ac.in/view_module_ug.php/240">https://ugcmoocs.inflibnet.ac.in/view_module_ug.php/240</a></li> </ul>	
<ul style="list-style-type: none"> <li>• <b>Paper Number and Title:</b> HRD System &amp; Strategies</li> <li>• <b>Paper Number and Title:</b> HRM for HRM for Non-HR Managers.</li> </ul>	