

SARDAR PATEL UNIVERSITY
Programme & Subject: Master of Labour Welfare (MLW)
Semester: III
Syllabus with Effect from: June - 2015

Paper Code: PA03CMLW05	Total Credit: 4
Title Of Paper: Human Resource Development	

Unit	Description in Detail	Weightage (%)
I	Introduction Historical Development – Concept, Characteristics of HRD, Objectives of HRD , Need for HRD, HRD as a Total system – Functions of HRD, HRD and Personnel Management, HRD mechanism – HRD processes – HRD outcomes – Organisational Effectiveness, Challenges of HRD	25%
II	HRD System Planning and organizing HRD system – Principles of Designing HRD systems, factors affecting in HRD system Designing – Role of line manager and CEO in HRD – HRD in Indian Industry.	25%
III	HRD Climate and Culture Concept of Climate – factors affecting HRD Climate – Indian Culture and HRD, The Development Dimensions.	25%
IV	Career Planning Concept of Career Planning, Objective of Career Planning, Process of Career Planning, Advantages of Career Planning, Limitations of Career Planning, Making Career Planning Effective, Succession Planning, Concept of Career Development, Individual Career Development, Organizational Career Development System, Suggestions for Effective Career Development, HRD and Career Planning and Development	25%

Basic Text & Reference Books:-

- Santosh Gupta & Gupta Sachin : Human Resource Development, Concept & Practices, Deep & Deep Publications Pvt.Ltd.
- Dayal Raghubir (1996) Dynamics of Human Resource Development, Mittal.
- Bhatia B.S. (1996) Emerging Dimensions of HRD : Role and Orientation, Deep & Deep.
- Rao T.V. (2003) Future of HRD , MCMillan.
- Rao T.V. (1996) Human Resource Development, Sage.
- Rao T.V. (1991) Readings In Human Resource Development, Oxford and IBH.
- Rao T.V. (1998) HRD Missionary, Oxford & IBH
- Rao T.V. (1994) HRD in New Economic Environment, Tata Mcgrawhill.
- Jaygopal R (1993) HRD conceptual analysis and Strategies, Edison
- Mathur B.C. (2000) Strategy for Human Resource Development, RBSA
- Tripathi P.C. (2002) Human Resource Development, Sultan chand.

