

Veer Narmad South Gujarat University
Advance Human Resource Management I (HRD)
T.Y. B.B.A., Semester V Effective from June 2013

Objectives:

- 1) To provide insights into various methods for developing human resources in organizations
- 2) To explain various techniques for developing people in organizations
- 3) To understand how organizations can be developed in dynamic conditions

Pedagogic Tools:

Lectures, Case studies, Practical examples from corporate & business world, assignments, projects & presentations,

COURSE CONTENT:

- Chapter 1: Human Resource Development 40%
- a) Introduction (Definition, strategic HRD, features, benefits, scope, need & objectives)
 - b) HRD Process
 - c) HRD methods, techniques, mechanisms, instruments, subsystems
 - d) Operating Mode
 - e) Principles in designing HRD system
 - f) Attributes of HRD manager
 - g) Current scenario of HRD in India
- Chapter 2: Employee Training 20%
- a) Introduction (Meaning , importance, need, objectives)
 - b) Training Need Identification
 - c) Designing the training programme (Learning principles, Instructional objectives)
 - d) Skills of trainer
 - e) Training Evaluation
- Chapter 3: Management Development Programmes 40%
- a) Introduction
 - b) Objectives
 - c) Executive Development Process
 - d) Techniques of MDP (on the job and off the job techniques)
 - e) Evaluation of MDP

Note: About 15-20 percentage of total paper should be allocated to case study or application based questions.

Reference Books

- 1) Human Resource Management by C. B. Gupta
- 2) Human Resource Management by Dr. S.S. Khankha
- 3) Human Resource & Personnel Management by K. Ashwathappa

- 4) Human Resource Management by Biswajeet Pattanayak
- 5) Essentials of Human Resource Management and Industrial Relations by P. Subba Rao
- 6) Organisation Behaviour by K. Ashwathappa