

**Veer Narmad South Gujarat University**  
**Advance Human Resource Management II (HRM)**  
**T.Y. B.B.A., Semester VI**      **Effective from December 2013**

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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 organisations can be developed in dynamic conditions

Pedagogic Tools:

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

**COURSE CONTENT:**

Chapter 1: Organisation Development	20%
a) Definition	
b) History of OD	
c) Managing the OD process	
d) OD interventions, techniques	
e) Action Research	
Chapter 2: Organisation Change	20%
a) Meaning & Types	
b) Technology & change	
c) Resistance to change	
d) Approaches to organization change	
e) Planning & implementing change	
Chapter 3: Organisational Power & Politics	20%
a) Power	
b) Sources of Power	
c) Effective uses of power	
d) Power tactics	
e) Essence of politics	
f) Types of political activity	
g) Ethics of power and politics	
Chapter 4: Organisation Culture	20%
a) Meaning & Dimension	
b) Creation of culture	
c) Sustaining culture	
d) Effects of culture	
e) Changing organization culture	
Chapter 5: Empowerment	20%
a) Definition & Meaning	
b) Conditions necessary for empowerment	
c) Forms of empowerment	

- d) Empowerment in India
- e) Barriers to empowerment

**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