### Veer Narmad South Gujarat University

#### HSE-1: 505 – Human Resource Development (HRM Elective Group)

###### Third Year BBA(Semester5) With Effect from A.Y.2021-22

**Objectives:** The organization, which doesn’t react to changes becomes “Outdated”. So the subject will enable the students to learn the necessities of Development of Human Resources and Organizations and Contemporary issues in HRM will enable the budding managers more HR professional.

**Pedagogic Tools:** Lectures, Assignments, Case Studies, Presentations, Practical Examples from corporate and business world.

**Course Content:**

**Chapter 1: Human Resource Development (30%)**

* 1. Introduction (Definition, Strategic HRD, Features, Benefits, Scope, Needs,Objectives)
  2. HRDProcess
  3. HRD methods, techniques, mechanisms, instruments,subsystems
  4. Principles in designing HRDsystem
  5. Attributes of HRDmanager
  6. Current scenario of HRD in India with suitableExamples
  7. HRD practices across theglobe.
  8. Different index related to HRD as Human Development Index, EQ, SQ,etc.

**Chapter 2: Organization Change and Development (20%)**

1. Organization Change (Introduction, types,reasons)
2. Reasons for change, Resistance to change, planned change and Ways to invitechange
3. Interventions and changes: Quality of work life, TQM, ISO-9000, Training, TA, Feedback and change, competition, Benchmarking andchange.
4. Organization Development (Definitions, characteristics of OD, ODAssumptions)
5. Various OD Interventions indetail

**Chapter 3: Management Development Programmes (20%)**

1. Introduction and Objectives ofMDP
2. MDPProcess
3. Techniques of MDP (On the Job and Off theJob)
4. Evaluation ofMDP

**Chapter 4: Contemporary Issues in HRD (30%)**

1. Managing Ethical Issues in HRM (Nature, Sources of Business Ethics, Importance, Ethical Dilemmas, How to manageEthics)
2. Employee Engagement (Meaning, types, measurement of Employee Engagement, Strategies)
3. Employee Empowerment ( Definition, Conditions necessary for Empowerment, Forms of Empowerment, Barriers of Empowerment, Empowerment inIndia)
4. Managing Human Resources in Virtual Organizations (Meaning, Definitions, Types, Advantages and Disadvantages, HRM in VirtualOrganizations)

**References:**

1. Human Resource Management by C. B.Gupta
2. Human Resource Management by S. S.Khanka
3. Essentials of Human Resource Management and Industrial Relations by P. SubbaRao
4. Organization Behaviour By K.Ashwathappa
5. Human Resource Management by GaryDessler
6. Human Resource Management by BiswajeetPatnayak
7. Human Resource Management by K.Ashwathappa