

**Bachelor of Management Studies**  
**Syllabus for Human Resource Development Semester V**

Old Syllabus	Proposed Syllabus
Title of the Paper: <b>Human Resource Development</b>	Title of the Paper : <b>Human Resource Development</b>
Subject Code <b>5006</b>	Subject Code

PAPER TITLE	L	Cr	P/T	D (EE)	EE	IE	T
Human Resource Development	04	04	Tutorials	2:30 hrs	75 Marks	25 Marks	100 Marks

#L=Lectures per week, Cr=Credits, P/T=Practical/Tutorials, D=External Exam Duration, EE=External Examination, IE=Internal Examination, T=Total Marks

Old Syllabus	Proposed Syllabus
<b>Objectives:</b> Students will enable to understand the meaning, scope and functions of HRD and a grater realization about its contribution to the value chain, students also Learn various rule of HRD managers.  <b>Outcomes:</b>	<b>Objectives:</b> <ul style="list-style-type: none"> <li>To enable the students to understand the development aspect of Human resource Management.</li> <li>to explain and demonstrate the contribution of HRD in an organization and enable student to develop an ability to decide learning and training needs.</li> </ul>

	<ul style="list-style-type: none"> <li>To have competence in the design and delivery of learning programmes.</li> </ul> <p><b>Learning Outcomes:</b></p> <ul style="list-style-type: none"> <li>To familiarize students with the basic concepts of organization and development.</li> <li>To enable the students to understand the importance of training part in development.</li> </ul>
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Old Syllabus		Proposed Syllabus							
Unit1	Topic and Details Old Syllabus	Module	Module Specific Objectives	Content	Weightage	Instruction Time	Credits	Evaluation	
								IE Weightage	EE Weightage
I	<b>HRD –</b> Concept, fundamentals ,Objectives , need and importance of HRD, Designing an effective HRD programs, Functions of HRD managers. Evaluating HRD Programme,	I	<ul style="list-style-type: none"> <li>To Understand the concept of HRD.</li> <li>Study the designing of HRD programme.</li> </ul>	<b>HRD –</b> Concept, fundamentals ,Objectives , need and importance of HRD, Designing an effective HRD programs, Functions of HRD managers. Evaluating HRD Programme,	25	15	1	07	20
II	<p><b>Training &amp; Development:</b> Training Needs, Types &amp; Methods of Training</p> <p><b>Types:</b> Induction , Job training , Promotion training , Refresher training</p> <p><b>Methods /Techniques of on the job and -off the job:</b> Lectures, Trial and error experience, Understudy, Position Rotation, Specific Project, Committee Assignments, Selective Reading, Vestibule Schools, Case Studies, Conferences, Symposium,</p>		<ul style="list-style-type: none"> <li>To Study the training and development.</li> <li>To Understand the various types of training.</li> </ul>	<p><b>Training &amp; Development:</b> Training Needs, Types &amp; Methods of Training</p> <p><b>Types:</b> Induction , Job training , Promotion training , Refresher training</p> <p><b>Methods /Techniques of on the job and -off the job:</b> Lectures, Trial and error experience, Understudy, Position Rotation, Specific Project, Committee Assignments, Selective Reading, Vestibule Schools, Case Studies, Conferences, Symposium, Brain Storming, Fish bowl, Role</p>	25	15	01	05	15

	Brain Storming, Fish bowl, Role Playing, Simulation, T-Groups, In-basket Training, Games.				Playing, Simulation, T- Groups, In-basket Training, Games.					
III	<b>Organizational change and Development</b> Organizational Change, Resistance to change, Managing Change, Organizational development- meaning, characteristics, objectives, OD interventions and Techniques, OD process-steps.			<ul style="list-style-type: none"> <li>Understanding the organisational change.</li> <li>To Study the resistance and acceptance to that change.</li> <li>To study the organisational development.</li> </ul>	<b>Organizational change and Development</b> Organizational Change, Resistance to change, Managing Change, Organizational development- meaning, characteristics, objectives, OD interventions and Techniques, <b>Overview of OD interventions</b> , OD process-steps.	25	15	01	07	20
IV	<b>Employee Morale</b> Meaning and characteristics, factors affecting morale, types of morale, measurement of morale, improving morale, Job satisfaction, Team building.			<ul style="list-style-type: none"> <li>To understand the employee morale and productivity.</li> </ul>	<b>Employee Morale and Productivity</b> Meaning and characteristics, factors affecting morale, types of morale, measurement of morale, improving morale, Job satisfaction, Team building, <b>Inputs on Productivity, Measures for improving Productivity, Improving productivity.</b>	25	15	01	06	20

#### Evaluation Scheme:

##### A. Internal Exams: Total Marks: 25

The internal testing should be continual and spread over the semester:

Criteria	Marks
Written test	10

Assignment / Presentation/s, Case study, Internal Objective test.	15
Total:	<b>25</b>

**B. External Exams: Total Marks: 75**

Q.1 is compulsory. 6 out of the remaining to be attempted by the students.

Q.1 Concepts and Definitions 15 Marks

Q.2 Short Notes 10 Marks

Q.3 to Q.8 Long Questions 10 Marks

**References:**

**A. Essential Reading:**

1. P. Subba Rao, C. B. Mammoria, Essentials of Human Resource Mgt & IR Personnel Mgt, Himalaya Publication., 2005
2. Dr. C. B. Gupta, HRM, Sultan Chand & Sons, 2004.
3. Case Studies, ICFAI Publication.

**B. Additional Reading:**

1. K Aswathappa, Human Resource Management, Mc Graw Hill Education, 2012.