



B. J. VANIJYA MAHAVIDYALAYA
(Autonomous)
(Grant-in-Aid)
(Affiliated to Sardar Patel University)
Vallabh Vidyanagar- 388 120, Dist. Anand, Gujarat, India
Accredited with CGPA of 2.78 on four point scale at B++ Grade by NAAC
Syllabus with effective from December-2024

Master of Commerce (M.Com.)
Semester - II

Course Code PB02ECOM53	Title of the Paper Human Resource Development	Total Credit 04
Course Objectives	<ol style="list-style-type: none"> 1. The students can understand and evaluate the Historical Development of HRD, why there is a need of HRD, the HRD System and Why HRD is very important? 2. To Make the Students evaluate the HRD System, HRD Climate and the Importance of Training and Development for HRD. 3. Students can define, understand and discuss the HRD Mechanism, the concept of Quality of Work Life and can analyze and identify the specific issues and the Barriers to Quality of Work Life. 4. Students will learn the Concept of Career Planning, Career Development, HRD Process; they can understand why proper Career Planning is very important, and how they can make effective Career Planning. 	

Course Description

Unit	Description	Weightage
1.	HRD AN INTRODUCTION <ul style="list-style-type: none"> • Concept of HRD • Importance of HRD • Objectives of HRD • Need for HRD • HRD as a Total System • Functions of HRD • HRD and Personnel Management 	25%
2.	HRD SYSTEM, HRD CLIMATE AND CULTURE <ul style="list-style-type: none"> • The Process of designing HRD System • The Principals in designing HRD System • Factors affecting in HRD System designing • Concept of Climate • Factors affecting HRD Climate • Indian Culture and HRD • The Development Dimensions 	25%



	TRAINING AND EXECUTIVE DEVELOPMENT <ul style="list-style-type: none"> • Concept of Training and Development • Principles of Training • Need and Importance of Training • Training and Development Methods 	
3.	HRD MECHANISM AND QUALITY OF WORK LIFE <ul style="list-style-type: none"> • Pre –Requisites for Human Resource Development • The variables in HRD Mechanism • The HRD Process • HRD Outcomes • Organizational Effectiveness QUALITY OF WORK LIFE (QWL) <ul style="list-style-type: none"> • Principle of QWL • Scope of QWL • QWL and productivity • Barriers to Quality of Work Life 	
4.	CAREER PLANNING AND DEVELOPMENT <ul style="list-style-type: none"> • Concept of Career Planning • Objectives 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 • Steps involved in establishing a Career Development System • Suggestions for Effective Career Development • HRD and Career Planning and Development 	

Teaching-Learning Methodology	Lecture, Group Discussion, Doubt Solving, Power Point Presentation, Case Study, Real Life Company Examples, & Seminar
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal/Written Examination	20%
2.	Internal Continuous Assessment in the form of Practical, Viva-Voce, Quizzes, Seminars, Assignments, Attendance	10%
3.	External Examination	70%

Students will have to score minimum of 40% to pass the course.

Course Outcomes: Having Completed this course, the students will be able to:	
1.	How the Concept of HRD has evolved, what are the Characteristics of HRD, what are the major Objectives of HRD in any Organizations, Why there is a need of HRD in Organizations



	and finally they can analyze HRD as a Total System in the Organizations and how HRD and Personnel Management are related?
2.	The Students can evaluate the HRD System, HRD Climate and HRD Culture. They can learn what Process is followed by Organizations while designing HRD System, what Principles they have to follow while designing the HRD System, they can identify the Factors that affect the HRD System designing, they can make an analysis of HRD Climate and the Factors that affect the HRD Climate and can understand and evaluate different Development Dimensions and the Indian Culture and the HRD. They can analyze the importance of Training and can learn different Training Methods.
3.	Students can understand the HRD Mechanism, the important Pre-requisites of HRD Mechanism in Organizations, what is the Concept of Quality of Work Life; they can analyze the specific issues in QWL and relate the QWL to productivity and can identify the Barriers to QWL.
4.	Students will learn the Concept of Career Planning, Succession Planning, Career Development, Individual Career development and Organizational Career Development System. They will understand why Career Planning is important, what objectives are served by Career Planning, and how they can make effective career planning.

Suggested References:

Sr. No.	References
1.	Gupta Santosh and Gupta Sachin. (2008). “HRD: Concepts and Practice” Second Edition, 2008, Deep and Deep Publications Pvt. Ltd. New Delhi.
2.	On-Line Resources available that can be used as Reference Material