

**SARDAR PATEL UNIVERSITY**  
**Vallabh Vidyanagar, Gujarat**  
**(Reaccredited with 'A' Grade by NAAC (CGPA 3.25))**  
**Programme: B.COM Semester: IV**  
**Syllabus with effect from the Academic Year: 2022-2023**

<b>B.COM. SEMESTER-IV</b>		
<b>Paper Code</b> UB04DCOM78	<b>Title of the Paper</b> Human Resource Development	<b>Total Credit</b> 3
<b>Course Objectives</b>	To make students acquaint with the knowledge in the subject of Human Resource Development	

<b>Course Description</b>		
<b>Unit</b>	<b>Description</b>	<b>Weightage</b>
<b>1.</b>	<b>Concept of HRD</b> Importance of Human Factor, Need for HRD especially in the Indian Context, HRD Functions Role of HRD Professional, Outcome of HRD	<b>25%</b>
<b>2.</b>	<b>Different Aspects of HRD</b> Different between traditional Personnel Management functions and HRD, Planning the HRD System: HRD Philosophy, HRD Subsystems, HRD objectives, HRD Policies, HRD Action Plan	<b>25%</b>
<b>3.</b>	<b>Organizing the HRD System</b> HRD Organization, Tasks of HRD Department, Attributes of HRD Manager, Pre-requisites for making HRD effective, HRD Process, HRD Methods or Mechanism, HRD Climate and organization climate, Universities of HRD Practices	<b>25%</b>
<b>4.</b>	<b>Integrating Individual and Organization</b> Formal vs. Informal Organization, Organization Culture, integrating individual with organizational culture, integration of goal and effectiveness	<b>25%</b>

\*Units will have the same Weightage in the evaluation as suggested in the course outline.

<b>Teaching-Learning Methodology</b>	<ul style="list-style-type: none"> <li>• Lecture Method</li> <li>• Online Lectures</li> <li>• Group Discussion</li> <li>• Practical Problem Solving</li> </ul>
--------------------------------------	--

<b>Evaluation Pattern</b>		
<b>Sr. No.</b>	<b>Details of the Evaluation</b>	<b>Weightage</b>
<b>1.</b>	Internal/Written Examination	<b>15%</b>
<b>2.</b>	Internal Continuous Assessment in the form of Practical, Viva-Voce, Quizzes, Seminars, Assignments, Attendance	<b>15%</b>
<b>3.</b>	University Examination	<b>70%</b>

\* Students will have to score a minimum of 40 (Forty) Percent to pass the course.

<b>Course Outcomes: Having Completed this course, the students will be able to</b>
<ul style="list-style-type: none"> <li>• Understand the concept and Different aspects of HRD</li> <li>• Get familiarity with Organizing the HRD System and Integrating Individual and Organization</li> </ul>

**Suggested References: (include Reference Material from where a student is expected to study the said content in APA Style) Reference Websites can also be included)**

<b>Sr. No</b>	<b>References</b>
<b>1.</b>	Human Resource Development by M.S.Talwar/ Pradeep Kumar Human Resource Development by V. K Jain Human Resource Development by Tirupati
<b>2.</b>	Human Resource Development by Ghosh
<b>3.</b>	Human Resource Development by Deepak Sharma

**On-Line Resources available that can be used as Reference Material**  
[https://ugcmoocs.inflibnet.ac.in/view\\_module\\_ug.php/240](https://ugcmoocs.inflibnet.ac.in/view_module_ug.php/240)