VEER NARMAD SOUTH GUJARAT UNIVERSITY
DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT
Syllabus for MA in Human Resource Management and Labour Relations **_Programme_**

Paper Code	Subjects	No. of Credits	Lectures per week	Tutorials per week
	SEMESTER – I			
HRM-C-01	Fundamentals of Psychology	4	3	1
HRM-C-02	Applied Economics	4	3	1
HRM-C-03	Principles of Management	4	3	1
HRM-C-04	Human Resource Management - I	4	3	1
HRM-C-05	Labour Laws - I	4	3	1
HRM-C-06	Research Methodology and Labour Statistics	4	3	1
	Any One from the following			
HRM-ECT-01	Business Communication	2	2	-
HRM-ECT-02	Financial and Cost Accounting	2	2	-
HRM-ECT-03	Computer Application	2	2	
	Total Credits of Semester I	26		
	SEMESTER – II			
HRM-C-07	Organisational Psychology	4	3	1
HRM-C-08	Labour Economics	4	3	1
HRM-C-09	Social Processes and Behavior Issues	4	3	1
HRM-C-10	Industrial Relations	4	3	1
HRM-C-11	Labour Laws – II	4	3	1
HRM-C-12	Organisational Development	4	3	1
	Any One from the following			
HRM-ECT-01	Knowledge Management	2	2	-
HRM-ECT-02	Legal Framework Surrounding CSR	2	2	-
HRM-ECT-03	Industrial Sociology	2	2	
	Total Credits of Semester II	26		
	SEMESTER – III			
HRM-C-13	Labour Laws – III	4	3	1
HRM-C-14	Economics of Human Resources	4	3	1
HRM-C-15	Human Resource Development	4	3	1
HRM-C-16	Business Laws	4	3	1
HRM-C-17	Human Resource Management – II	4	3	1
HRM-C-18	Human Development and Human Rights	4	3	1
	Any One from the following			
HRM-ECT-01	HRD in Service Sector	2	2	-
HRM-ECT-02	Industrial Safety	2	2	-
HRM-ECT-03	Designing Effective CSR Strategy	2	2	
	Total Credits of Semester III	26		
	SEMESTER – IV			
HRM-C-19	Employee Welfare and Social Security	4	3	1
HRM-C-20	Compensation Management	4	3	1
HRM-C-21	Strategic Human Resource Managment	4	3	1
HRM-C-22	International Human Resource Management	4	3	1
HRM-C-23	Project Work	4	3	1
	Any One from the following			
HRM-ECT-01	Training and Development	2	2	-
HRM-ECT-02	Emerging Trends in HRM	2	2	-
HRM-ECT-03	CSR Management and Sustainability Accounting	2	2	
	Total Credits of Semester IV	22	-	-
	Total Credits of the course	100		

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

*Syllabus for MA in Human Resource Management and Labour Relations **Programme***

HRM–ECT–01: Business Communication   Semester –I

Course Content:

UNIT I

Introduction- Business Communication, Concept, Definition, Objectives of Communication, Types- Formal and Informal, Process of Communication, Principles of Effective Communication, Importance. Modern means of Communication, Barriers to Effective Communication.

UNIT II

Public Speaking and Presentations- Meaning, Guidelines for Effective Public Speaking ,Speech Preparation- Characteristics of an Effective Speech , Vocal Control, Composition, Pronunciation , Voice Modulation, Pitch , Behavior , Gesture And Posture. **Presentation**- Meaning, Extempore, Essentials of Effective Presentations, Guidelines for Using Audio Visual Aids. How to handle question and answer session.

UNIT III

Interviews: Concept, Meaning and Types- On the Basis of Object, On the Basis of No. of Candidates and On the Basis of Forms, Techniques of Interview , Interview Process, Mock Interview, Do's and Don'ts of Facing and Conducting Interviews, Essentials of a Successful Interview. **Negotiation**- Meaning, Characteristics and Important Factors in Successful Negotiation.

UNIT IV

Writing Skills- Planning Business Correspondence, Rewriting and Editing the First Draft, Reconstructing the Final Draft, Contents of Business Letters- Memorandum, Notice, and circulars, Orders, Minutes and Agenda.

References

1. Basic Business Communication – LesikarFlatley
2. Essentials of Business Communication – Rajendra pal, J.S. Korlahalli, Sultan chand &sons
3. Business Communication today – Sushil Bahl, SagePublications

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

*SyllabusforMAinHumanResourceManagementandLabourRelations**Programme***

HRM-ECT-02:FinancialandCostAccounting	Semester -I

Course Content:

UNIT I

Financial Management Overview: Finance and related disciplines, Scope of Financial Management, Objectives of Financial Management, and Organisation of Finance function

Financial Accounting Framework: Framework of Financial Statements, Definitions of Assets Liabilities, Income & Expenses, Recognition of Elements of Financial Statements, Accounting approaches

UNIT II

Structure of Financial Statements: Accounting Equation, Classification ofAssets, Classification of Liabilities, Presentation of Balance Sheet & Profit & Loss Account, Analysis of transactions

Accounting Cycle: Journal Cash Book, General Ledger & Trial Balance, Debit Credit Rule, Accounting cycle, Journalisation, Petty Cash Book, General Ledger, Trial Balance

UNIT III

Recognition & Measurement of Assets & Liabilities: General Principles, Recognition of Tangible Fixed Assets, Intangible Assets, Investments, Current Assets, Provisions, Contingent Liabilities, Contingent, Assets, Revenue Recognition, Post Balance sheet events

UNIT IV

Completion of Accounting cycle: Preparation of Profit & Loss Account & Balance Sheet, Rectification of Errors, Adjustments, Provisions, Depreciation, Doubtful Debts, Discounts, Bank reconciliation, statements, Structure of Profit & Loss Account, Closing entries

Statement of Changes in Financial position: Meaning, Cash Flow statement

References

1. Agrawal, P K (2008), SAP HR India Payroll: Technical Reference and Learning Guide, PHI Learning Pvt. Ltd., New Delhi.

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

*SyllabusforMAinHumanResourceManagementandLabourRelations**Programme***

HRM-ECT-03:ComputerApplication   Semester -I

Course Content:

UNIT I Basic Concepts of Computer

Development of computers and their generations; Architecture of a typical microcomputer; Essential Components of computer Hardware: Input devices, Output devices, Storage DevicesSoftware:Introduction;Typesofsoftwarewithexamples;Introductiontolanguages, packager,compiler,interpreterandassembler.OperatingSystem:Concept,Functions,Types andClassification.

UNIT II Computer Networks:

Overview of Computer Network, Types of computer networks, Network topologies, Components of computer networks (servers, workstations, network interface cards, hub, switches, cables, etc.).

UNIT III Internetworks

Data Centre foot prints & Concepts; Introduction To cloud; Virtualization concepts, Types of Virtualization&itsbenefits,IntroductiontoVariousVirtualizationOS,Vmware,KVMetc., Storage Area Network (SAN) Backend; High Availability / Disaster Recovery (HA/DR) using Virtualization, Moving VMs; Cloud Fundamentals, Cloud Building Blocks, Understanding Public & Private cloudenvironments.

UNIT IV Cloud Computing

Data Centre foot prints & Concepts; Introduction To cloud; Virtualization concepts, Types of Virtualization&itsbenefits,IntroductiontoVariousVirtualizationOS,Vmware,KVMetc., Storage Area Network (SAN) Backend; High Availability / Disaster Recovery (HA/DR) using Virtualization, Moving VMs; Cloud Fundamentals, Cloud Building Blocks, Understanding Public & Private cloudenvironments.

UNIT V Applications of Information Technology

Applications of Information Technology: Information Technology (IT) applied to various functionalareasofmanagement.suchasProduction/Operations,Marketing,Human Resource, Finance and MaterialsManagement.

References

1. RamB.,2007,ComputerFundamentals:Architecture,NewAgeInternational.

2. GuptaA.K.,2003,ComputerataGlance,ShreePublishers&Distributors.

3. Arora &Bansal ,2006,Computer Fundamentals , Excel Books.

4. GovindRajuS.,IntroductiontoComputerScience,NewAgeInternational,New Delhi

5. RajaRamanV.,ComputerOrientedNumericalMethods,PrenticeHallInc.

VEER NARMAD SOUTH GUJARAT UNIVERSITY
DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT
SyllabusforMAinHumanResourceManagementandLabourRelationsProgramme

HRM–ECT–01:KNOWLEDGEMANAGEMENT Semester--II

UNIT-I
Introduction – The context and concept of knowledge management, phases of knowledge development, community of practice, knowledge leader, leading knowledge teams, developing and sustaining knowledge culture, managing knowledge workers

UNIT-II
Knowledge Foundations – Structural support for knowledge management, Hr practices for knowledge management, knowledge creation and knowledge architecture, capturing tact knowledge, knowledge capture techniques, knowledge management technologies

UNIT-III
Knowledge Applications – Developing a core knowledge framework, knowledge codification, knowledge transfer and knowledge sharing, developing and managing knowledge repositories, knowledge portals, knowledge transfer in e-world.

UNIT-IV
Knowledge Management Audit – Evaluating the knowledge management, challenges in knowledgemanagementreview,ethical,legalandmanagerialissues,sustainableknowledge management

References

1. Awad,EliasMandHassanM.Ghaziri,KnowledgeManagement,PearsonEducation, NewDelhi
2. Debowski,Shelda,KnowledgeManagement,WileyIndiaPvt.Ltd.,NewDelhi

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

SyllabusforMAinHumanResourceManagementandLabourRelationsProgramme

HRM–ECT–02:LegalFrameworksurroundingCSR   Semester–II

Course Content:

UNIT I: Introduction
Introduction, Legal provisions of CSR in other countries, Mandatory provisions by companies act 2013, Director's duties on CSR, CSR spends obligation, Companies under CSR spend obligation, CSR committee of directors, FAQs on CSR.

UNIT II: CSR Policy Formation
CSRPolicyFormation,MandatoryCSRspends,CSRthroughthrusts/NGOsetc.AnnualCSR reportanddisclosures,Auditors,secretarialauditor'sdutiesinrelationwithCSR

UNIT III: Tax Treatment of CSR
SurplusfromCSRactivity,DeductibilityofCSRspends,Integrationandsharedvalue,CSR governance guidelines and CSRaudits

UNIT IV: Business Reports
Business Reports by listed companies, CSR Reporting vis-a-vis Indian companies

References

1. GargKamal,(2014).CorporateSocialResponsibilitywithCompaniesRules,2014,w.e.f.
    1. 1/4/2014, Bharat Law House, NewDelhi
2. CII-PwC Handbook on Corporate Social Responsibility inIndia.

3. AnandSrinivasan,(2014).GuidetoCorporateSocialResponsibilities,Taxmann Publications, NewDelhi

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

SyllabusforMAinHumanResourceManagementandLabourRelationsProgramme

HRM–ECT–03:IndustrialSociology   Semester –II

Course Content:

UNIT I

Industrial Sociology: Definition, Nature and Scope of Industrial Sociology, Importance of Industrialsociology,ImportanceofIndustrialSociologyinIndia,CurrenttrendsinIndustrial Sociology.

UNIT II

Social Survey: Meaning, Aims of Social Survey, Stages of Social Survey, Types of Social Survey.

UNIT III

Industrialization and Its impact: (a) On the Caste system, (b) on the system of marriage and (c) on family system.

Alienation and Anomie: Meaning, Causes of alienation and Solutions to the problem, Marx's theory of Alienations, Anomie- Meaning, types of anomies.

UNIT IV

Employee Morale: Meaning, Definition, Measurement of Morale, Factors affects morale, Attempts to improve morale.

Survey Work: Survey work is to be conducted on some specific selected topic of social relevance.

References

1. PaulHersey,KennethHBlanchard,DeweyEJohnson2006Managementof organizational Behavior, 8th edition. Pearson Printice Hall New Delhi
2. Gisbert Pauscual 1972: Fundamentals of Industrial Sociology- Tata Mcgraw- Hill Publishing House, NewDelhi.
3. Sharma,Pandey2001:IndustrialSociology-SurjeetPublications,NewDelhi.
4. Dayal Raghubir 1996: Industrial Sociology and Labour Welfare- Mittal Publications, NewDelhi.

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

*SyllabusforMAinHumanResourceManagementandLabourRelations**Programme***

HRM–ECT–01:HumanResourceDevelopmentInServiceSector　　　**Semester –III**
Course Content:

UNIT I

UNIT I : Concept of Service, Types of Service, Service Management,Evolving Environment of Services, Myths about Service, Service as a System, Attitudes towards Service Sector, Reasons for growth of the Service sector.

UNIT II

Nature of Service sector: Characteristics of Services, Elements of Customer Service, Components of Service, Identifying customer Groups, Service Process, Classification of Servicing operating systems, Balancing Supply and Demand, Challenges for service managers,Peopleandservice,MaintainingandImprovingServiceQualityandperformance.

UNIT III

Human Resource Management in Service Organizations: Concept, Functions, Utilization, Development, Environment, Organizing HRM Functions in Service Sector, Competencies and service organizations, Performance Measurement, Empowerment in service organizations, Managing services across Boundaries.

UNIT IV

Application in HRM in service sector: HRM in Hospitals, Hotels, Insurance and Banking, other Financial Institutions, Ports and Docks, Managing Salary Levels, Working Conditions, Legal provisions, Unionism, Problems and Chalenges.

References

1. Balaji.B.,ServicesMarketingandManagement,S.Chand&Co.Ltd.,NewDelhi.
2. Haksever,Cengiz,BarryPender,RobertaS.RusselandRobertG.Murdik,Service ManagementandOperations,PearsonEducation(pte)ltd.,NewYork.
3. VanDierdonckvanwoy,ServiceManagementAnIntegratedApproach,FinancialTimes/ Prentice hall of India, NewDelhi.
4. Goyal.R.C., Human Resource Management in Hospitals. Prentice hall of India, New Delhi.
5. T.V.Rao:HRDintheNewEconomicEnvironment,TataMcGrawHill,NewDelhi.
6. M.B.Athreya:"HRDintheServiceSector,"IndianJournalofTrainingandDevelopment, XV (1) Jan – Mar 1985, pp46-48.
7. Balaji.B.,ServicesMarketingandManagement,S.Chand&Co.Ltd.,NewDelhi.
8.Haksever,Cengiz,BarryPender,RobertaS.RusselandRobertG.Murdik,Service Management and Operations, Pearson Education (pte)ltd., New York.
9.VanDierdonckvanwoy,ServiceManagementAnIntegratedApproach,FinancialTimes/ Prentice hall of India, NewDelhi.
10. Goyal.R.C., Human Resource Management in Hospitals. Prentice hall of India, New Delhi.

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

SyllabusforMAinHumanResourceManagementandLabourRelationsProgramme

HRM–ECT–02:IndustrialSafety   Semester –III

Course Content:

UNIT I

Industrial Safety: concept; Need for Safety; Principles and Practices; Legal; Humanitarian; Economic and Social Considerations. Accident: Definition; Theories; Causes; Cost; Trends; Prevention and Models of Accident Prevention.

UNIT II

Safety Management; Role of Management; Safety and Health Training; Safety Officer; SafetyCommittee;SafetyPromotionandPublicity;UnionRole;EmployeeRole;Safetyand HealthMovement;AccidentInvestigationControlandReporting;TotalSafetyManagement Concept.

UNIT III

Health: Concept. Need for health; Problems of health; status of health of industrial workers; measures for improving health; occupational diseases; industrial hygiene.

UNIT IV

Legal Measures: Growth of Legislation on Safety and Health; Salient Features of Safety and Health In Factories Act; Mining Act; Workmen's Compensation Act; ESI Act; Social Security Provisions under various Acts.

UNIT V

Environment: concept; Importance; Industry and Environment; Environmental Pollution; Types; Environmental Health; Education and Policy; Environmental Safety and ISO 14000 Certificate.

References

1. R.C.Saxena,LabourProblemsandSocialWelfare,K.Nath&Co.,Meerut.
2. Nick Hanley, Janan F. Shogron and Hen Waite, Environmental Economics Theory and Practice, Macmillan India Ltd., NewDelhi.
3. Kemp D.D., Global Environmental Issues; A Climatological Disaster, Mittal Pub., NewDelhi.
4. M.V.Moorthy, Principles of Labour Welfare, Oxford & IBH Pub., Co., NewDelhi.

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

SyllabusforMAinHumanResourceManagementandLabourRelationsProgramme

HRM-ECT-03DesigningeffectiveCSRstrategy   Semester -III

Course Content:

UNIT I: Creating CSR Framework

Introduction,Relevanceofhistoryandculture,Creationofstrategy,Creatingaframework forCSR,Creatinganimplementationframework,CaseStudy

UNIT II: Framework for Rating Corporate Social Responsibility

Introduction, Understanding CSR ratings, Accepted rating framework i.e. GRI, Specialized SecuritiesIndexes,Regulatorybodiesandstockexchanges,StructureofBITC'sCRindex, Experts in responsible investment solutions, Infosys sustainable solution, TATA Group CSR rating framework, Assessmentprocess,

UNIT III: Sustainability and its Challenges

Capitalism, Humanizing capitalism, Sustainability, Brundtland Report, Integrating CSR: Guidelines to effective change, ISO 26000, Triple Bottom Line, Triple Loop

UNIT IV: Best practices of CSR

Introduction,Choosingasocialproblemtoalleviate,Socialinitiativetosupportthecause, Developingsocialinitiativeprograms,Bestpracticestoevaluatingefforts,Summaryofbest practices,Marketingapproachtowinningcorporatefundingandsupportinitiatives

REFERNCES

1. ChatterjiMadhumita.(2014),CorporateSocialResponsibility,OxfordUniversityPress, NewDelhi
2. CohenElaine,CSRforHR:ANecessaryPartnershipforAdvancingResponsibleBusiness Practices
3. KotlerPhilipandNancyLee.(2008).CorporateSocialResponsibility:DoingtheMost GoodforYourCompanyandYourCause,WileyPublications,Ghaziabad

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

SyllabusforMAinHumanResourceManagementandLabourRelationsProgramme

HRM-ECT-01TRAININGANDDEVELOPMENT   Semester -IV

Course Content:

UNIT I

Introduction to training concept- Definition – meaning – need for training – Importance of training – Objectives of training – Concepts of education – training and development – overview of training functions – types of training.

UNIT II

Process of training - Steps in training – identification of job competencies – criteria for identifying training needs (person analysis – task analysis – organization analysis) – assessment of training needs – methods and process of needs assessment

UNIT III

Designing and implementing a training program - Trainer identification – methodsand techniquesoftraining–designingatrainingmodule(crosscultural–leadership–trainingthe trainer–change)–managementdevelopmentprogram–budgetingoftraining

UNIT III

Evaluation of Training Program - KirkPatrick model of evaluation – CIRO model – cost-benefit analysis – ROI of training

REFERNCES

1. Employee Training and Development – RaymondNoe
2. Every Trainers Handbook – DevendraAgochia
3. 360DegreeFeedback,CompetencyMappingandAssessmentCentre–RadhaSharma
4. TrainingandDevelopment–S.K.Bhatia5.HRM–BiswajeetPattanayak

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

SyllabusforMAinHumanResourceManagementandLabourRelationsProgramme

HRM-ECT-02EMERGINGTRENDSINHRM   Semester -IV

Course Content:

UNIT I

The Changed role of HR in organizations ; Diversity and its Management ; challenges of sustainability with reference to Retention and Talent Management ; Learning organizations and organizational learning; collective learning.

UNIT II

Knowledge Management – Meaning and Definition ,Nature and Different dimensions of Knowledge Management ; Knowledge Mechanism- data, information , knowledge and wisdom , The value of Knowledge management , Knowledge Life Cycle, Knowledge management and HR. Talent management and human capital creation

UNIT III

Emotional Intelligence: Concept, Mental and emotional intelligence, importance, application, developing emotional intelligence, Ability model, Mixed model and Trait EI model, Employee Engagement Strategies-Employee attachment, involvement, commitment and influences ; Corporate Image building. Psychological Contract

UNIT IV

Creativity & Innovation: Concept, Stages in creative process, barriers to creativity, Innovation: Concept, innovation generation, innovation diffusion.

UNIT V

Organization Citizenship Behaviour: Concept, components and applications. Empowerment: Characteristics, process, benefits, barriers to empowerment, making empowerment effective. Work life balance; Emerging concept.

REFERNCES

1. Armstrong, Michael, 'HRM Practice', Kogen Page,London
2. Clive Morton, Andrew Newall, Jon Sparkes , Delivering Competitive Advantages, Jaico PublishingHouse.
3. Clyde W. Holsapple (editor), Handbook on Knowledge Management , Springer (2003) Paperbackedition.
4. Devrajan , Emerging trends in HR management , R ResponseBooks.
5. Mamoria ,C B and Gankar,S V, Personnel Management, Text and Cases Himalaya Publications
6. Prasad, L.M. 'Organizational Behaviour, Sultanchand & Sond,2011

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

SyllabusforMAinHumanResourceManagementandLabourRelationsProgramme

HRM-ECT-03CSRMANAGEMENT&SUSTAINIBILITYACCOUNTINGSemester-IV

Course Content:

UNIT I: Monitoring and Evaluation

Purpose of monitoring and evaluation, Various process of CSR implementation, NGO partnerships in India, obstacles of business-NGO collaboration, Need assessment/impact assessment

UNIT II: Strategic Choice for CSR

CSR and profit, Strategic issues on CSR, Centrality, Specificity, Proactive, Voluntarism, Visibility, Value creation as strategic outcome and implications, CSR governance and attributes, CSR: organizational check, CSR decision matrix

UNIT III: Sustainability Accounting

Need and demand for sustainability accounting, Corporate sustainability performance, Areas of social performance, Discloser by AAA, Abt's Social Audit

UNIT IV: Indian Saga

Introduction, Post-independent India, Government initiatives, Challenges, Community development and empowerment, Case Study

REFERNCES

1. BhattacharyaJayanta, (2007). Corporate Social Responsibility: Ethical and Strategic Choice, New Delhi
2. Chatterji Madhumita. (2014), Corporate Social Responsibility, Oxford University Press, NewDelhi
3. Sapru R K, Public Policy: Formulation, Implementation andEvaluation

ક્રમાંક : એકે./૩૩૮૯/૧૫
તા. ૧૬/૦૩/૨૦૧૫

પ્રતિ,
ડૉ. કિરણ પંડયા
પ્રોફેસર એન્ડ હેડ, ડિપાર્ટમેન્ટ ઓફ હ્યુમન રીસોર્સ,
વીર નર્મદ દક્ષિણ ગુજરાત યુનિવર્સિટી,
સુરત.

વિષય :– M.A. in Human Resource Management and Labour Relation ના અભ્યાસક્રમ બાબત

સુશ્રી,

સવિનય જણાવવાનું કે, M.A. in Human Resource Management and Labour Relation ના અભ્યાસક્રમ અંગે એચ.આર.ડી. અને લેબરવેલફેર વિષયની અભ્યાસસમિતિની સંયુકત સભાએ તેની તા.૦૯/૦૧/૨૦૧૫ ની સભાના ઠરાવ ક્રમાંક : ૩ અન્વયે કરેલી નીચેની ભલામણ વિનયન વિદ્યાશાખાએ તેની તા.૨૩/૦૧/૨૦૧૫ ની સભાના ઠરાવ ક્રમાંક : ૧૪ અન્વયે તેમજ એકેડેમિક કાઉન્સિલે તેની તા. ૧૩/૦૨/૨૦૧૫ ની સભાના ઠરાવ ક્રમાંક : ૩૯ અન્વયે નીચે મુજબ સ્વીકારેલ છે, જે સિન્ડિકેટે તેની તા. ૦૩/૦૩/૨૦૧૫ ની સભાના ઠરાવ ક્રમાંક : ૩૦ અન્વયે મંજૂર કરેલ હોય તેની જાણ સંબંધકર્તા શિક્ષકો અને વિદ્યાર્થીઓને કરવી, તદ્‍ઉપરાંત તેનો અમલ કરવો.

એચ.આર.ડી. અને લેબરવેલફેર વિષયની અભ્યાસસમિતિની સંયુકત સભાની તા.૦૯–૦૧–૨૦૧૫ ની સભાની ભલામણ ક્રમાંક : ૩

:: આથી ઠરાવવામાં આવે છે કે, M.A. in Human Resource Management and Labour Relation નો સેમીસ્ટર–૧ અને સેમીસ્ટર–૨ નો રીવાઈઝડ અભ્યાસક્રમ શૈક્ષણિક વર્ષ ૨૦૧૫–૧૬ થી અમલમાં આવે તે રીતે સ્વીકારવામાં આવે છે અને તે મંજૂર કરવા વિનયન વિદ્યાશાખાને ભલામણ કરવામાં આવે છે.

વિનયન વિદ્યાશાખાની તા. ૨૩–૦૧–૨૦૧૫ ની સભાની ભલામણ ક્રમાંક : ૧૪

:: આથી ઠરાવવામાં આવે છે કે , M.A. in Human Resource Management and Labour Relation નો સેમીસ્ટર–૧ અને સેમીસ્ટર–૨ નો રીવાઈઝડ અભ્યાસક્રમ શૈક્ષણિક વર્ષ ૨૦૧૫–૧૬ થી અમલમાં આવે તે રીતે સ્વીકારી મંજૂર કરવા એકેડેમિક કાઉન્સિલને ભલામણ કરવામાં આવે છે.

એકેડેમિક કાઉન્સિલની તા. ૧૩/૦૨/૨૦૧૫ ની સભાની ભલામણ ક્રમાંક : ૩૯

:: આથી ઠરાવવામાં આવે છે કે, વિનયન વિદ્યાશાખાની તા. ૨૩–૦૧–૨૦૧૫ ની સભાની ભલામણ ક્રમાંક : ૧૪ નો યથાવત સ્વીકાર કરી મંજૂર કરવા સિન્ડિકેટને ભલામણ કરવામાં આવે છે.

સિન્ડિકેટની તા. ૦૩/૦૩/૨૦૧૫ ની સભાનો ઠરાવ ક્રમાંક : ૩૦

:: આથી ઠરાવવામાં આવે છે કે, એકેડેમિક કાઉન્સિલ સભાની તા. ૧૩–૦૨–૨૦૧૫ ના રોજની ઉપરોકત ભલામણ ક્રમાંક : ૩૯ ને યથાવત્ મંજૂર કરવામાં આવે છે.

કુલસચિવ

બિડાણ : ઉપર મુજબ

પ્રતિ,

૧) અધ્યક્ષશ્રી, વિનયન વિદ્યાશાખા
૨) પરીક્ષા નિયામકશ્રી, પરીક્ષા વિભાગ, વીર નર્મદ દ. ગુ. યુનિવર્સિટી, સુરત.
...તરફ જાણ તેમજ ઘટતી કાર્યવાહી સારૂ.

Department of Human Resource Development

Veer Narmad South Gujarat University, Surat

Master of Arts in Human Resource Management & Labour Relations

	Master of Arts in Human Resource Management & Labour Relations
Abbreviation	MAHRM & LR
Duration	Two Years Full Time
Eligibility Criteria	Any Graduate with 45% marks in aggregate from a Recognized University. The minimum marks should be without rounding off.
Objective of the Programme	The Master of Arts in Human Resource Management (MAHRM&LR) designed to develop students into professionally competent and socially sensitive management graduates, fully equipped to take on the challenges of the corporate world. The programme explores the critical areas of contemporary human resources management, in conjunction with a comprehensive knowledge and understanding of the key functions of management and business. The broad objectives of this M.A. programme are to sensitize students to the social, political, economic, and ecological environments of the society; to enable students to become effective business leaders and decision-makers to contribute to organisational effectiveness; to facilitate the use of systems thinking among the students to evolve possibilities while addressing various personal and organisational challenges; to develop a global perspective among students to respond to global challenges; and to impart values of intellectual honesty, justice and fairness.
Programme Outcome	PO1:- To understand human resource issues and management trends in a competitive global economy as well as a broad spectrum of state and federal employment legislation. PO2:- To equip students with the tools necessary to effectively meet the challenges of an ever-changing business climate. PO3:- To inculcate specialized knowledge and skills required by managers who are responsible primarily of managing human resources and improving industrial relations PO4:- To develop a sound theoretical base in the domain of Human Resource Management. PO5:- To develop communication, interpersonal skills and leadership qualities to work in and with teams in organizations.

Professor & Head
Department of H. R. D.,
Veer Narmad South Gujarat University,
Surat.

Programme Specific Outcome	Programme Specific Outcomes (PSO)
	PSO1:- Understand the basic concepts of Human resources management and its applications in the individual, team and organizational levels. PSO2:- Theoretical Knowledge in Human Resource Planning, Organization Development, Organizational Behavior, Labour Laws, Employee Engagement and Talent Management, Corporate Social Responsibility and Interdisciplinary Subjects. PSO3:- Practical knowledge and training in various areas of HR such a recruitment, selection, induction, communication, performance appraisal, etc PSO4:- Practical exposure to the real life organizational situations and opportunities of Human resources management through the practical project studies Internship and a Problem centered study.

Mapping Between Po's and PSO's		PSO1	PSO2	PSO3	PSO4
	PO1				
	PO2				
	PO3				
	PO4				
	PO5				

Medium of Instruction	English

Programme StructureSemester – I

Course Code	Title	Teaching Per Week	Course Credits	University Examination		Internal Marks	Total Marks
				Duration	Marks		
HRM-C-01	Fundamentals of Psychology	4	4	3 Hrs	70	30	100
HRM-C-02	Applied Economics	4	4	3 Hrs	70	30	100
HRM-C-03	Principles of Management	4	4	3 Hrs	70	30	100
HRM-C-04	Human Resource Management - I	4	4	3 Hrs	70	30	100
HRM-C-05	Labour Laws - I	4	4	3 Hrs	70	30	100
HRM-C-06	Research Methodology & Labour Statistics	4	4	3 Hrs	70	30	100
	Any One from the following						
HRM-ECT-01	Business Communication	2	2	3 Hrs	70	30	100

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