M.Com- 316

HUMAN RESOURCE DEVELOPMENT

Max Marks: 100
External Marks: 80
Internal Marks: 20
Time: 3 Hours

Note: There will be eight (8) questions in all. The first question is compulsory and consists of six (6) short-questions having four (4) marks each. Answer to these questions should not exceed 150 words. The candidate will be required to attempt any four questions out of remaining seven (7) questions and each question carries fourteen (14) marks each. Duration of each paper will be three (3) hours.

Human Resource Development: Concept, goals, scope, principles and functions; approaches to Human Resource Development; Human Resource Management and Human Resource Development; Qualities, role and responsibilities of HRD manager; Designing HRD System, organizational effectiveness; HRD strategies; Emerging trends and challenges in HRD.

Knowledge Management: meaning and forms of knowledge, meaning, importance, process and tools of knowledge management, barriers to knowledge management; Learning and HRD: meaning, principles, process and theories of learning, learning styles and strategies; Role analysis for HRD: concept of role and role analysis, benefits and techniques of role analysis; Competency Mapping: meaning, need and methodology; development of competency set.

Employee Socialization and Orientation: concept, categories and content of learning in socialization, socialization approaches; Assessing HRD needs; Designing Training and Development programme; Implementation of training and development programmes; Evaluation of training and development programmes.

Organisation health, Organisation climate.

REFERENCES

Deb, Tapomoy, *Human Resource Development – Theory and Practice*, Ane Books Pvt. Ltd., N. Delhi.
Haldar, U.K., *Human Resource Development,* Oxford University Press, N. Delhi.
Krishnaveni, R., *Human Resource Development – A Researcher's Perspective*, Excel Books, N. Delhi.
Werner J.M. and Desimone R.L., *Human Resource Development – Foundation, Framework and Application,* Cengage Learning, N. Delhi.
Dayal, Ishwar, *Successful Applications of HRD, New Concepts,* N. Delhi.