PROSPECTUS 2026-27

Department Of

HUMAN RESOURCE DEVELOPMENT

Veer Narmad South Gujarat University, Surat

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The Department of Human Resource Development is an elevation of the "Social Studies Cell" that was established in the academic year 1978-79. The main objective of this department is to carry out teaching in the context of social change.

The Department started the Master of Labour Welfare Programme in 1987 and the Master of Human Resource Development in the year 1995. The students who have passed out from the Department with the degree of MA (HRD) or M.LW. are all well-placed in reputed organizations. A Master Degree course: MA in Human Resource Management and Labour Relations has been launched in 2015. The department also offers various PG-Diploma programmes. The Department introduces new courses and revises existing courses as per the changing needs of the industry. The Department undertakes research-based projects from Government as well as from the corporates.

In alignment with the evolving industry dynamics, the Department continuously emphasizes skill enhancement and practical learning for students. Through workshops, internships, and collaborations with industry experts, it ensures that students gain hands-on experience and are prepared to address real-world challenges.

About Department

THEMES

HRD and Organizational Learning, which explores:

- HR strategy and business partnership
- Organizational learning and knowledge management
- Change and organizational development
- Training development and evolution
- Management Learning, which focuses on: Leadership
- Development and Management development

VALUES

- Student-Centred
- Professional Development and Scholarship
- Competence
- Integrity and Ethics
- Innovation and Flexibility
- Quality Enhancement
- Teamwork and Collaboration
- Leadership Development
- Diversity and Pluralism
- Openness, Transparency and Trust

VISION

To be the Institution of choice for those committed to building the future through quality education.

MISSION

To advance world-class human resource practices and build a culture of growth to attract, nurture and develop top talent.

From HOD's Desk

Dr. Digvijaysinh G. Thakore

Professor & Head

Dear Students, Recruiters, and Esteemed Well-wishers,

It gives me great pleasure to welcome our respected recruiters, prospective employers, and aspiring students as we present the Placement Brochure for the academic year 2025–26. As Professor and Head of the Department, I take pride in the academic excellence, skills, and professional readiness demonstrated by our students.

Our department is committed to delivering holistic education through a strong academic framework, modern infrastructure, and an engaging learning environment. Along with theoretical knowledge, we emphasize practical exposure, industry relevance, and the development of intellectual, interpersonal, and leadership competencies to prepare students for the professional world. This Placement Brochure reflects our students' dedication, achievements, and diverse skill sets, and we are confident they are well-equipped to meet industry expectations.

To our students, I extend my heartfelt congratulations on reaching this important milestone. Your perseverance and enthusiasm will continue to uphold the reputation of the department as you progress in your careers. To our valued recruiters, thank you for recognizing the Department of Human Resource Development, VNSGU, as a trusted source of capable and ethical talent.

I encourage both students and recruiters to make the most of the opportunities presented through this brochure. May it serve as a strong link between student aspirations and industry expectations, leading to a successful and rewarding placement season.

Warm regards,

Dr. Digvijaysinh G. Thakore

Professor and Head

FACULTIES

Dr. Bhavesh Vanparia
Assistant Professor & Coordinator

Ph.D, MBA (Gold Medal), LLB, MA(Clinical Psychology), Post Graduate Diploma in Research Methodology, HRM and Business Analytics from

Dr. Minasree Saikia
Assistant Professor & Coordinator

Ph.D. in Sociology with a specialization in Corporate Social Responsibility from The M. S. University of Baroda and Master's Degree in Sociology.

Dr. Firuzi Bhathena
Assistant Professor

Ph.D in H.R.D, Masters of Human Resource Development

Dr. Henal Parikh
Teaching Assistant

Ph.D in H.R.D (Pursuing), Masters of Human Resource Development, P. G. Diploma in Research Methodology.

Ms. Akshata Jain
Teaching Assistant & Placement Coordinator

M.A in Human Resource Management and Labour Relations, P.G. Diploma in Corporate Social Responsibility, P.G. Diploma in Research Methodology.

Visiting Faculties

Adv. Mayank Mehta
Adv. Hemant Desai
Dr. Radha Vyas
Dr. Dhaval Pandya

Dr. Mehrunisha Sinha
Dr. Hetal Ramani (Advocate)
Mrs. Benaifer Poonawala
Dr. Mitalee Pithawala

POST GRADUATE PROGRAMMES

- **M.A. (HRD) (Master of Arts in Human Resource Development)**
- **M.L.W. (Master Of Labour Welfare)**
- **M.A. (HRM & LR) (Master Of Arts In Human Resource Management And Labour Relations)**

Total Seats: 75 for MA(HRD) Programme
38 for MLW Programme
38 + 10 sponsored candidates from industry or organisation.

Industry Sponsored candidates should have minimum 5 years of experience to take admission in MA(HRM & LR) Programme.

Eligibility: Any graduate from a recognized University.
Merit list for the admission will be prepared on the basis of marks obtained in graduation.

Selection: Admission to MA (HRD), MLW and MA in (HRM & LR) Programme.
The candidate should submit an online application (GCA) for admission in the prescribed form, attached with the prospectus, duly filled in within the stipulated period with all necessary documents. The candidate will have to present the following documents at the time of counselling.

- Bachelor's degree mark-sheet, Caste certificate [if applicable]
- Non-creamy layer certificate [if applicable]
- For physically handicapped students a certificate from the civil surgeon is required.
- Students from other Universities are required to submit a provisional eligibility certificate upon getting admission. Without the submission of the certificate, admission will not be confirmed.
- Students are required to submit the application form in the prescribed format. Application form can be Apply from the website (www.vnsgu.ac.in) of the university. Filled up application form along with necessary documents should be submitted with processing fees.

Medium of Instruction: English

Reservation of Seats: Reservation as per Government norms.

Fees Structure: Fees for MA (HRD)/MLW programme is Rs. 22800/- per semester plus University other Fees Rs. 2355/- (for 1st Semester) & other Fees Rs. 1785/- (for remaining Semester) (Subject to change for the upcoming academic year) Students are required to pay the fees fixed by the University.
Fees for MA (HRM & LR) are Rs. 22800/- per semester plus other Fees Rs. 2355/- (for 1st Semester) & other Fees Rs. 1785/- (for remaining Semester) (Subject to change for the upcoming academic year). Fees for foreign students is US $1000 per semester plus University Registration Fees.

Duration of the Programme: The MA (HRD), MLW and MA in HRM (HRM & LR) courses are two-year full time Post Graduate Degree courses leading to the Master's Degree.

COURSE CURRICULUM

MASTERS OF ARTS IN HUMAN RESOURCE DEVELOPMENT- M.A (H.R.D.)

The Syllabus has been revised as per the NEP 2020

Semester - I	Semester - II
• Fundamentals of Psychology • Human Resource Management -I • Principles of Management • Labour Legislation - I • Corporate Social Responsibility	• Organizational Behaviour • Labour Legislation - II • Human Resource Management -II • Research Methodology • Strategic Corporate Social Responsibility
Any one of the following: • Industrial Sociology • General and Industrial Economics	*Any one of the following:* • Communication skills • Organisational Psychology

Semester - III	Semester - IV
• Labor Legislation-III • Industrial Relations - I • Human Resource Development • Organisational Development • International Human Resource Management	• Learning and Development • Compensation and Reward Management • Strategic HRM • Industrial Relation- II • Internship and Project report Viva Voce
Any one of the following: • Corporate Governance and Sustainability • Stress Management and Employee Counselling	

COURSE CURRICULUM

MASTERS OF LABOUR WELFARE- M.L.W.

The Syllabus has been revised as per the NEP 2020

Semester - I	Semester - II
• Principles of Management • Industrial Relations- I • Human Resource Management- I • Labour Laws - I • Fundamentals of Psychology	• Industrial Relations- II • Human Resource Management- II • Labour laws - II • Organizational Behaviour • Research Methodology
Any one of the following: • Communication Skills • Industrial Sociology	*Any one of the following:* • Corporate Social Responsibility • Stress Management and Employee Counselling

Semester - III	Semester - IV
• Labour Laws - III • Organisational Change and Development • Human Resource Development • Learning and Development • Employee Welfare and Social Security	• Compensation and Reward Management • Strategic HRM • International Human Resource Management • Internship and Project Report Viva Voce
Any one of the following: • Strategic Corporate Social Responsibility • Organisational Psychology	*Any one of the following:* • Corporate Governance and Sustainability • Leadership Theories

COURSE CURRICULUM

MASTERS OF ARTS IN HUMAN RESOURCE MANAGEMENT & LABOUR RELATIONS - M.A (H.R.M. & L.R.)

The Syllabus has been revised as per the NEP 2020

Semester - I	Semester - II
• Principles of Management • Industrial Relations- I • Human Resource Management- I • Labour Laws - I • Fundamentals of Psychology	• Industrial Relations- II • Human Resource Management- II • Labour laws - II • Organizational Behaviour • Research Methodology
Any one of the following: • Communication Skills • Industrial Sociology	*Any one of the following:* • Corporate Social Responsibility • Stress Management and Employee Counselling

Semester - III	Semester - IV
• Labour Laws - III • Organisational Change and Development • Human Resource Development • Learning and Development • Employee Welfare and Social Security	• Compensation and Reward Management • Strategic HRM • International Human Resource Management • Internship and Project Report Viva Voce
Any one of the following: • Strategic Corporate Social Responsibility • Organisational Psychology	*Any one of the following:* • Corporate Governance and Sustainability • Leadership Theories

Post-Graduate Diploma In Research Methodology (Regular) (GIA)

Eligibility and Admission:

Any graduate from a recognised university will be eligible for admission to the diploma course. A person who is already enrolled for any other course in the university will also be eligible to get admission to this course. A person who is working in any research institute. NGO or in any organisation will also be considered for admission.

Total Seats: 38

Merit list for the admission will be prepared on the basis of marks obtained in graduation.

Medium of instruction: English

Fees Structure:

	Sem- 1	Sem- 2
Boys	3970/-	1785/-
Girls	2355/-	1785/-

Duration: One year consisting of two semesters. Students are required to submit application form in prescribed format. Application form can be applied from the website (www.vnsgu.ac.in) of the university. Filled up application form along with necessary documents should be submitted with processing fees.

Career Opportunity: Teaching & Research, Business and Data Analyst, Project Manager, Business Consultant, Human Resources Manager, Human Resources Generalist, Human Resources Director, Human Resources Assistant, Talent Acquisition Specialist, HR & Business Consultant.

POST GRADUATE DIPLOMA PROGAMMES

Post-Graduate Diploma in Human Resource Management (Regular)

Objectives:

This One year Post Graduate Diploma In Human Resource Management is designed to

- To make students aware of the real needs of the fastest growing and changing HR environment.
- To provide an opportunity to study to those who are working in HR field but do not possess a professional qualification.
- To provide an opportunity to study to those who want to make a career in HR field.
- To cater for the need for HR Qualified person for the industries in South Gujarat. While offering this program. A perfect balance is maintained between intellectual stimulation, practical application and theoretical studies.

Total Seats: 38

Course duration: One year consisting of two semesters.

Eligibility Criteria: Any graduate from a recognized University.

Merit list for the admission will be prepared on the basis of marks obtained in graduation.

Assessment: The Degree will be awarded on the basis of the Performance of students in Internal and External Examinations. Students can write tests/semester examinations/assignments in the English language.

Fees Structure:

	Sem- 1	Sem- 2
Boys / Girls	17,100/-	1785/-

Career Opportunity: Human Resource Manager, Human Resource Generalist, Human Resource Director and Human Resource Assistant, Teaching & Research, Business Analyst, Project Manager, Talent Acquisition Specialist, HR & Business Consultant.

Ph. D. Doctor of Philosophy

The students who have completed post-graduation in Social Sciences can pursue research work in the Department for the award of Doctor of Philosophy. The department encourages research in areas of Human Resource Development, Human Resource Management, Personnel Management, Labour and Industrial Relations and related areas in HR. The students can also pursue research in any other areas in consultation with the supervisor.

Admission: The Students will get admission as per the V.N.S.G. University rules and regulations.

The department has an excellent environment for undertaking research. The department has started a 'Working Paper' series to disseminate the research work done by the research scholars and faculty. The students can have access to a computer laboratory, electronic journals and departmental library.

Career Opportunity: Teaching & Research, Project Manager, CSR Manager, Consultant, CSR Director, Program Officer, CSR Executive, Community Liaison Officer, Sustainability Manager

Research And Industry Interface Cell

The department has launched two different Cells in the year 2016. These are:

1. Training and Development Cell

2. Corporate Social Responsibility (CSR) Cell

Training and Development Cell

Objectives

- To organize workshops, conferences and seminars with joint participation of the Department and the industries.
- To involve experts from industries in curriculum development as per the global competency requirement.
- To provide professional consultancy by the faculty members.
- To arrange carrying out project works in industries under the joint guidance of the faculty members and experts from industries.
- To conduct soft skills training programmes for industries.

Corporate Social Responsibility (CSR) Cell

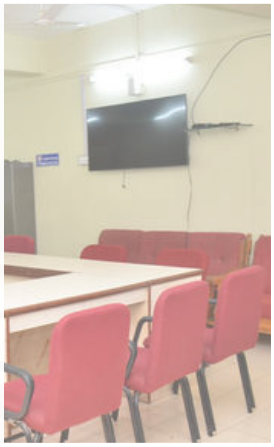
Objectives

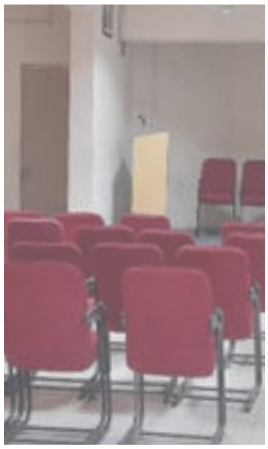
- To establish a research-based Institute/Cell to assist corporates and other organizations in Corporate Social Responsibility (CSR).
- Building a bridge and rapport between industry and academic interface and providing practical exposure to students in the ground of CSR.
- Provide CSR consultancy services to corporates and non-corporate sectors.
- Assisting corporates to make CSR policy, design CSR activities, the process of implementation and framing CSR monitoring mechanism.
- To provide awareness on CSR and its legal requirements and other training on international standards on CSR like ISO 26000 on Social Responsibility.
- Baseline Survey/Need Assessment and Social Impact Evaluation on CSR. Mapping community needs to company resources and interest and making suggestions and recommendations for CSR programs.
- Conducting CSR related Seminars/Conferences/Expert talks from the industry.

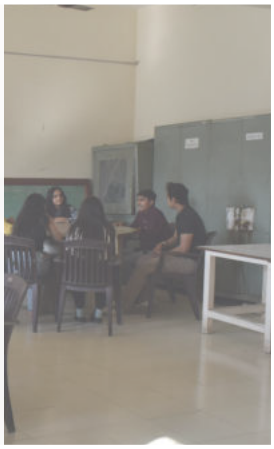
Career Opportunity: Teaching & Research, Project Manager, CSR Manager, Consultant, CSR Director, Program Officer, CSR Executive, Community Liaison Officer, Sustainability Manager

INFRASTRUCTURE

- **Chanakya Hall:** Seminars and events.
- **Computer Lab:** Learning and research.
- **Buddha Learning Center:** Creativity and innovation.
- **Eating Lounge:** Meals and casual discussions.
- **Socrates Hall:** Debates and discussions.
- **Library:** Academic and digital research.
- **Games Room:** Indoor activities.
- **Conference Room:** Meetings and collaborations.







Seminars & Workshop

2025-26

Compensation & Benefits by Dr. Pankaj R. Chavda

Compensation & Benefits led by Dr. Pankaj R. Chavda, HR Head at L&T-MHI Power Boiler Pvt. Ltd., Hazira. A comprehensive workshop explaining core concepts of compensation including wages, salary structures, incentives, and employee benefits. The session also covered compensation strategy, structure, and Indian industry practices, supported by practical examples and calculation-based case discussions.

Organizational Change, Development and Learning Excellence by Mr. Ojas N. Bhatt

Mr. Ojas N. Bhatt, Learning Consultant and Trainer. An in-depth workshop focusing on leadership effectiveness, communication skills, employee engagement, organizational development interventions, action research, innovation diffusion, and learning retention models to enhance organizational performance.

Domestic Enquiry by Mr. Ashish Desai

Ashish Desai, GM–HR & Admin, Gujarat Fluorochemicals Ltd., Dahej.
A knowledge-based session highlighting workplace discipline, principles of natural justice, and step-by-step enquiry procedures. Practical tools and frameworks were discussed to help understand effective disciplinary and grievance-handling mechanisms.

Growth Path Road Ahead By Mr. Himanshu Bhatt & Mr. Alkesh Rana

Mr. Himanshu Bhatt Leadership Coach- Incubator and Mr. Alkesh Rana Associate Director at Jubilant Ingrevia.

A career guidance session emphasizing leadership values, personal growth mindset, goal setting, CV development, interview preparation, and professional etiquette to support students' career planning and employability.

Labour Law Workshop by Ms. Subarna Ghosh

Ms. Subarna Ghosh, Assistant Professor, School of Law, Auro University.

A practical-oriented workshop covering major labour legislations, statutory compliance, and industrial practices. Real-life case discussions helped strengthen understanding of labour welfare and legal responsibilities at the workplace.

Talent Acquisition & Talent Management By Mr. Atik Desai

Mr.Atik Desai, Ex Advisor/VP at Larsen & Toubro. A forward-looking session discussing high-performance culture, modern recruitment techniques, AI-enabled hiring practices, employer branding, talent development, retention strategies, and emerging workforce trends.

Internship Guidelines Seminar – Dr. Digvijaysinh Thakore

The session guided final-semester students on securing placements through departmental support and self-efforts, highlighting resources like resume workshops, mock interviews, job fairs, employer connections, networking, and industry awareness. It outlines the internship objectives, procedures, reporting formats, professional conduct expectations, and the importance of experiential learning.

Internship Preparation Seminar – Akshata Jain

The session guided Semester 2 students on internship details, approaches to contact organizations, and emphasized maintaining a learning attitude and professional behavior during internships. This preparatory seminar guides students on identifying internship opportunities, approaching organizations, maintaining professional behavior, and developing a learning-oriented attitude.

Office Automation Tools Training – Sakina Bekhushi

Sakina Bekhushi, Trainer and Facilitator, the three-month program (January–March 2025) enhanced students' MS Word, Excel, and PowerPoint skills through theory and hands-on practice, focusing on productivity, efficiency, and automation. A skill enhancement program focusing on MS Word, Excel, and PowerPoint, combining theoretical concepts with hands-on practice to improve productivity and efficiency.

Placement Meeting – Akshata Jain

The session guided final-semester students on securing placements through departmental support and self-efforts, highlighting resources like resume workshops, mock interviews, job fairs, employer connections, networking, and industry awareness.

Orientation on Leadership – Disha Foundation

Jaysuriya Savaliya and Ravi Bhadauriya, volunteers of Disha Foundation.
The session introduced the foundation's initiatives and leadership programs, shared insights on the public leadership camp, highlighted internationally active speakers, and provided details about the upcoming Public Leadership Camp 2.0.

The Power of Talk – Mrs. Mansi Gaurav Kumar

Mrs. Mansi Gaurav Kumar, Student Visa Expert, Senior IELTS Coach, and Director of Expert Ease Foreign Consultancy. The session emphasized the importance of effective communication in career growth and personal life, covering communication skills, conflict resolution, trust-building, and meaningful connections.

Zotero Workshop – Dr. Bhavesh Vanpariya

Dr. Bhavesh Vanpariya, Assistant Professor, Department of Human Resource Development. The workshop introduced Zotero as a reference management tool, guiding students on organizing research resources, managing citations, and integrating Zotero with word processing software. A hands-on workshop introducing reference management tools, citation techniques, and research organization methods to support academic writing and research work.

Workshop on Communication Skills - Mrs. Kanchan Chokkas

Mrs. Kanchan Chokkas, Soft Skill Trainer, Speaker, and Personality Coach, A two-day Communication Skills workshop done with the objective of enhancing students' interpersonal and professional communication. The sessions focused on building confidence, improving verbal and non-verbal skills, and developing effective speaking abilities for workplace readiness.

From Classroom to Corporate- Crafting AI smart cover letters, resume & winning interviews – Shri Aniruddh Maheshwari

Shri Aniruddh Maheshwari, Distinguished Professional and former General Manager (Production), ONGC, Hazira. A career-focused session with the objective of guiding students on effective resume and cover letter preparation. The session emphasized creating clear, ATS-friendly resumes using relevant keywords, clean formatting, and structured content to improve shortlisting and career opportunities.

Events & Extra Circular Activites

2025-26

Anti-Ragging Poster & Quote Making

During Anti-Ragging Week, the Department organized an Anti-Ragging Poster and Quote Making Competition to spread awareness against ragging. Students expressed their views creatively through posters and impactful quotes. The activity emphasized values of respect, safety, and inclusivity on campus.

Campus Tour

The Department organized a campus tour for newly admitted students, led by the Senior Placement Committee, to familiarize them with the university environment. Students were guided through key departmental facilities and major campus amenities. The tour encouraged interaction between juniors and seniors. It helped students feel comfortable and develop a sense of belonging.

Cloth Donation Drive

The Department organized a Cloth Donation Drive to promote social responsibility among students. Students and faculty actively contributed clothes for various age groups. Volunteers assisted in sorting and organizing the donations for distribution. The initiative encouraged compassion and community engagement.

Janmashtami Celebration

The Department celebrated Janmashtami, a student-led activities reflecting devotion and cultural spirit. Traditional decorations and rituals created a festive environment. Students actively participated with enthusiasm and teamwork. The celebration highlighted cultural values and unity.

Rakhi & Matki Making Competition

The Department organized a Rakhi Making and Matki Decoration Competition to celebrate Raksha Bandhan and Janmashtami. Students displayed creativity using traditional designs and vibrant colours. The activity promoted artistic expression and cultural appreciation. Active participation made the event lively and engaging.

Farwell Function

The Department organized a farewell function for final-year students. Faculty members shared guidance and best wishes for students' future careers. Students expressed gratitude through performances and reflections. The event marked a memorable conclusion to their academic journey.

Sports Day

The Department conducted a two-day Sports Day to encourage physical fitness and teamwork. Students participated in various indoor and outdoor sports events. The activities promoted sportsmanship and healthy competition. Winners were awarded certificates at the conclusion.

Visit to Educational Expo

Students visited the Gujarat Global Expo on Education at Veer Narmad South Gujarat University. The expo showcased digital learning tools, innovative teaching methods, and emerging educational trends. Students gained exposure to modern educational practices. The visit proved informative and enriching.

Best Out of Waste Competition

The Department organized a Best out of Waste Competition to promote sustainability. Students creatively transformed waste materials into useful products. The activity encouraged environmental awareness and innovation. Winners were recognized for their creativity.

STUDENT ACHIEVEMENT

HR Confab 2025 by GIA in Surat

Vikrant Chavda and Dharinidevi Thakore, along with their faculty mentors, achieved 1st Position at HR Confab 2025, a national-level conference organized by GIA in Surat, reflecting strong academic competence, teamwork, and research presentation skills.

World Table Tennis Feeder (International Competition)

The department also takes pride in Aafrien Murad exceptional performance in table tennis, with achievements spanning state, inter-university, national, and international levels, including representing India at the World Table Tennis Feeder (International Competition), demonstrating discipline, leadership, and sporting excellence.

All Age Group Aerobic Gymnastics National Championships 2025–26

The department proudly congratulates Nishant Chauhan and Prakruti Shinde for securing the Bronze Medal in the Senior Age Group at the All Age Group Aerobic Gymnastics National Championships 2025–26 held in Kochi, Kerala, showcasing excellence in national-level sports.

Our Esteemed Recruiting Partners

- Aarti Industries, Vapi
- Adani Pvt. Ltd.– Total Gas, Ahmedabad
- Aditya Birla Group.
- Al Mawaid Al Saifiya, Surat
- Anubhav Technology, Surat
- Arcelor Mittal Nippon Steel India , Hazira
- Arkray Healthcare, Sachin
- Ascolite-Aswani Industries Pvt. Ltd., Surat
- Bankers Heart Institute
- Bhakhar Tradelink, Sachin
- Bigscal Technologies Pvt. Ltd., Surat
- Damani mart (D'mart)
- DCM Shriram Ltd., Jhagadia
- G.N.F.C, Bharuch
- Harshal Electrical Pvt. Ltd., Udhana
- Hari Krishna Exports Pvt. Ltd., Surat
- Jay Bhagwan Group (JBG) Organisation, Surat
- Jinam fabrics, Sahara Darwaja
- Kaapro management Solutions.
- Kiran Gems, Surat
- Krishak Bharti Co. Ltd. (KRIBHCO), Hazira
- La Net Software solutions pvt ltd., Surat
- Larsen & Toubro Limited(L & T), Hazira
- Macleods Pharmaceutical Ltd., Athwa, Surat
- Mastermind Consultancy, Bamroli Rd., Surat
- NJ Group, Surat
- Reliance Industries, Hazira
- Reliance Industries, Jamnagar
- Reliance JIO, Surat
- RSM Astute Consultancy, Surat
- Sahajanand Technologies, Surat
- Shell, Hazira
- Shott Amusement Ltd.
- Shree Ramkrishna Exports (SRK) , Surat
- Significant Infotech, Surat
- Silicon Brain Technologies Pvt Ltd, Surat
- SISA group, Pandesara, Surat
- SNF Flopam, Gandhidham
- Solex Energy Ltd.
- Stratefix Consulting
- Sun Shine Global Hospital
- Torrent Power
- Whitelion

PROSPECTUS 2026-27

CONTACT US

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