

# VEER NARMAD SOUTH GUJARAT UNIVERSITY

EFFECTIVE FROM ACADAMIC YEAR -2007-2008

## SEMESTER – IV

### **Subjects:**

- 401.Labour Movement, Labour Welfare & Labour Policy
- 402.Human Resource Development - III
- 403.Global Human Resource Management
- 404.Managing Knowledge Worker
- 405.Project Work
- 406.Dissertation Preparation



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**M.H.R.D. Semester - IV**  
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**Paper – 401 Labour Movement, Labour Welfare & Labour Policy**

**Course Objectives:**

**This course is devised to provide students with the knowledge regarding Labour Movement and Trade Union movement in India and abroad especially in the countries like UK and USA. It also focuses on administration of welfare amenities. This course also focuses on Labour Policy implications and Social Security Policies in India.**

**Course Content:**

1. **ILO:** Introduction, Objectives, Functions, ILO Core Conventions Status of India as a member country.
2. **Labour Movement and Trade Indian Movement:** Pre Independence and Post Independence.
3. **Trade Union Movement Abroad:** UK and USA.
4. **Trade Union:** Its development in India, UK and USA, Characteristics Features of Indian trade unions, Problems of Indian trade union, National Federations of Indian Trade unions.
5. **Labour Welfare and Social Security:** Introduction of Labour welfare and social security practices in India. Need and scope of Labour Welfare and Social Security Agencies of Labour Welfare.
6. **Labour Policy:** Introduction objectives, sources and Evolution of Labour Policy in India.

**REFERENCES**

1. Punekar, Deodhar and Sankaran: Labour Welfare, Trade Unionism and Industrial Relations- Himalaya Publishing House, Mumbai 1996
2. Sharma A.M.: Aspects of Labour Welfare and Social Securities- Himalaya Publishing House, Mumbai 1999.
3. Bhagaliwal T.N.: Economies of Labour and Industrial Relations- Sahitya Bhavan Agra, 1995.
4. Memoria C.B., Memoria Satish, Gankar S.V.: Dynamics of Industrial Relations- Himalaya Publishing House, Mumbai 1998.
5. I.L.O.: Welfare facilities for workers in India and Asia.
6. Bhatnagar D.: Labour Welfare and Social Security Legislation in India.
7. Johri C.K.: Issues in Indian Labour Policy.
8. Mathur A.S.: Labour Policy and Industrial Relations in India.

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**Paper – 402 HUMAN RESOURCE DEVELOPMENT – III**

**OBJECTIVES:**

The main objective of this paper is to acquaint the students with specific areas of HRD activities such as HRD in banking, NGO's, Co-operatives, Workers, Hotel and Tourism Industry, Moreover new areas exploded as a result of the outcome of HRD practice in Indian industries, such as HRA with a view to keep the students with current HRD trends.

- HRD for Workers  
Profile of Indian workers and needs, Current status of HRD, Meaning and methods of Blue collar workers, Role of Unions in HRD for workers, Indian experiences in HRD for workman, gap and issues.
- HRD in Banking Sector  
Culture and HRD in Banking Industry: HRD climate in banks, Role of Top Management, Training and Performance appraisal in Banks Problems and Issues in implementing HRD in Banks
- HRD in NGO's  
NGO's and their nature, mission and goals, HRD needs of Volunteers/professionals, Development strategies for NGO's, HRD interventions for NGO'S.
- HRD in Co-operative Sector  
Concept of HRD in Co-operative sector, Objectives and importance of HRD in Co-operatives, Challenges for Co-operatives, Measures to remedy.
- Human Resource Accounting  
Concept of HRA, Costing and Valuing human resources in organization, problems in adopting HRA system in India Indian Industries.
- HRD in Tourism and Hospitality Industry, Current practices and emerging Issues.

**References:**

1. Rao T.V; Kuldip Singh (1997) Selected Redings In HRD, Tata Mcgraw Hill.
2. Rao T.V (1994) HRD in new Economic Environment, Tata McGraw Hill.
3. B.Singh and Prem Kumar (1995) Current Trends in HRD Challenges Scenario, Deep & Deep.
4. Kapoor A.A; (1997) Rural Development through NGO, Rawat.
5. Khandelwal Anil (1988) HRD in Banking Sector, Oxford & IBH.
6. Malaendu (1997) Human Resource Accounting, Discovery.
7. Thomas Liza (2002) HRD in NGO, Academy of HRD.
8. Gupta R.P and Arya P.P HRM & Accounting, Deep and Deep.

# VEER NARMAD SOUTH GUJARAT UNIVERSITY

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## Paper -403 Global Human Resource Management

### Course objectives:

**International Human Resource Management has acquired a unique status and reputation in global economy. This course is designed to provide an understanding of the theoretical foundation and the practical implication of international approaches to human resource management.**

### Course Content:

- 1) **International HRM:** Definitions, Models of International HRM, difference between domestic and international HRM.
- 2) **Expatriate:** Meaning, Different Rolls of Expatriate, Reasons for Expatriates failure.
- 3) **Organizational Structure:** Expatriate, Sales subsidiary, International Division, Global product/Area Divisions, Matrix Structure, Mixed Structure.
- 4) **International staffing :** Approaches to International Staffing, Ethnocentric approach, Polycentric approach, Geocentric approach , Regiocentric approach
- 5) **Training and development of International Staff:** The deployment cycle for international assign assignments, Design of training for overseas assignment.
- 6) **Performance appraisal for Expatriates:** Factors influencing Expatriates performance, criteria to be used for appraisal of Expatriates Staff performance review practices of America, Russia, Japan.
- 7) **Global compensation system:** The existing compensation system, The changing environmental pressures.
- 8) **Social Security Schemes in different countries:** Statuary social security scheme, Federal republic of Germany, U.K., U.S.A. and Russia.

### REFERENCES:

- 1) Bhatia S.K., 2005International Human Resource Management. A Global perspective. Deep and Deep publication. New Delhi.
- 2) Dowling Peter J and Weltch E Denice 2004, Internationasl Human Resource Management. Thomson Learning.

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**Paper – 404 Managing Knowledge Worker**

**Objectives:** This paper explores the issues essential to managing knowledge as a resource in the organizations. The issues of knowledge management and learning organizations are covered so that you can use these techniques to build more effective organizations.

- Knowledge economy,
- Knowledge Management Concepts and Applications
- Characteristics of Professionals and Knowledge workers
- Performance management of Knowledge workers Motivating Knowledge Workers  
Compensation
- Building Knowledge Organization.

**References:**

1. Amar D Amar (2001)Managing Knowledge Workers, Greenwo.
2. Ganesh Natrajan & Sandhya Shekhar Knowledge Management – Enabling Business growth, TMH.

**MHRD**

**Semester – IV**

**Paper – 405 Project Work**

**Paper – 406 Dissertation Preparation**



## **Eligibility Criteria for Admission to MHRD Programme Semester base.**

### **Duration of The programme:**

The MHRD course is two years Full time Post Graduate Degree course leading to Masters Degree in Human Resource Development.

### **Medium of Instruction English**

### **Admission Criteria:**

1. Total Seats 60.
2. All the candidates who have served 50% marks in aggregate in all the subjects at any bachelor's Degree of a recognized University are eligible to apply for the admission to the course. Relaxation to reserved category candidates is applicable as per existing rules and regulations of the University.
3. Candidates appearing at the final year Bachelor's Degree examination can apply, but they must pass the examination securing not less than 50% marks.
4. Admission to MHRD course will be based on the candidate's performance in the written test and personal interview comprising of 150 marks. Written test consist of 100 marks and Personal Interview 50 marks.
5. Reservation in Seats as per University and Government rules.

### **Assessment:**

The Degree will be awarded on the basis of Performance of students in Internal and external Examination. Students are required to write test/semester examination/assignment only in English.

### **1. Internal Assessment for MHRD Programme:**

- a. Internal Assessment in each paper will be out of Fifty(50) marks.

Following three heads will be considered:

Internal Class Tests – 30 marks  
Assignments/Class presentation – 10 marks  
Class Participation – 10 marks

- b. There will be at least one written test (seen/unseen) for each paper in every semester.
- c. There shall be Assignment in each paper.
- d. The Department will decide

**2. In External Examination each paper will be of 100 Marks.**

**3. Passing Standard and Award of Class:**

Minimum passing marks 40% marks in aggregate (Internal and External together) in semester examination.

**Pass class – Less than 50% marks in aggregate.**

**Second Class – 50% to 59% marks in aggregate.**

**First Class – 60% to 69% marks in aggregate.**

**Distinction – 70% and above marks in aggregate.**

**4. Students failing in any semester will be admitted to next semester. The result of Fourth semester will not be declared till students clear all semester examination.**

**5. Project and dissertation Work:**

- a. Total marks: 150 (100 marks for preparation of project report and 50 marks for Viva voce)
- b. Students undertake the study of a real-life problem in an organization with the objective of applying the principles and procedures they have studied during the course. Based on the study, they are required to submit a report and defend it in the viva voce.  
The area to be selected for study should ideally be close to the student's own job or interest. They are expected to collect information, understand the situation and the context, analyze the problem and suggest directions for bringing about effective outcomes.  
The project report should not contain mere theoretical discussion of general issues. It is essential to base the project on systematic collection, analysis and interpretation of data leading to conclusions, which should be defended.  
Plagiarism will adversely affect the scoring of the student.

**6. Development Activities in the Department:**

In order to enhance professional competence of the studies and Faculty, Seminar, Workshop, Training Programme and special Lectures will be organized.