

VEER NARMAD SOUTH GUJARAT UNIVERSITY

MASTER OF BUSINESS ADMINISTRATION

(Evening)

(With Effect From July 2002)

Semester – IV

Optional Courses

**8. Human Resource Management & Organizational
Development Group**

OHR 401 Cross Culture & Global Management

OHR 402 Management Development

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Human Resource Management & Organizational Development Group

OHR 401

Cross Culture & Global Management

Objectives:

The objective of this course is to develop a diagnostic and conceptual understanding of the cultural and related behavioural variables in the management of global organisations.

Course Contents:

Human and Cultural Variables in Global Organisations; Cross Cultural Differences and Managerial Implications; Cross Cultural Research Methodologies and Hofstede's Hermes Study; Structural Evolution of Global Organisations; Cross Cultural Leadership and Decision Making; Cross Cultural Communication and Negotiation; Human Resource Management in Global Organisations; Selection, Source, Selection Criteria for International Assignment; Compensation and Appraisal in Global Perspective, MNC and Compensation System.

Suggested Readings:

1. Adler, N J. International Dimensions of Organisational Behaviour. Boston, Kent Publishing, 1991.
2. Bartlett, C and Ghoshal, S. Transnational Management: Text, Cases and Readings in Cross Border Management, Inwin, 1995.
3. Dowling, P J. etc. International Dimensions of Human Resource Management. 2nd ed. California, Wadsworth, 1994.
4. Hofstede, G. Cultures Consequence: International Differences in Work Related Values. London, Sage, 1984.

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OHR 402

Management Development

Objectives:

The purpose of this course is to advance an understanding of concepts, methods, and strategies underlying the development of executives.

Course Contents:

Field of HRD: Definition, Objectives and Functions of HRD Professionals; Open Systems Theory Perspective for Training; Strategic Planning Approach; Organizational Environment and Training; Principles of Learning; Learning and Behaviour, Teaching/Learning Debate, Training and/or Development; Management Development - Perspectives, MD and management education, pitfalls, continuing need, need for effective MD, MD Policy and Committees; Planning the Strategies and Programme to reach MD objectives; Training Methodology An overview of the training process; Management Effectiveness Audit and, Management Inventory: Training needs Assessment and Training objectives; Designing training for effective learning; Methods of MD including Training for Human Relations, leadership, Team Work, Communication and creativity; conduction of MD Programme - Role of Programme Co-ordinator, trainee, top management; Evaluation; Getting Management Training to Pay-Off.

Suggested Readings:

1. Bienvenu, B J. "New Priorities in Training".1969. American Management Association.
2. Binsted, Don. "Developments in Interpersonal Skills Training". 1986.Gower,London.
3. Brinkerhoff, Robert."Achieving Results from Training How to evaluate HRD to Strengthen Programs and Increase Impact". 1987. Jossey Bass, San Francisco.
4. Craig, Robert L. "Training and Development Handbook", 3rd ed. 1987. McGraw Hill, New York.
5. Kinlaw, Dennis C."Developing Superior Work Teams: Building Quality and the Competitive Edge".1991 University Associates, California.
6. Lynton, Rolf P and Pareek, Udai."Training for Development". Richard D.Irwin, Homewood Illinois.
7. Singh, P N. "Training for Management Development". 1984. Forum of Asian Managers, Bombay.