

# M.Phil Programme in Human Resource Development

M.Phil

Paper- I Research Methodology and Statistics

This is an introductory course in social science research methodology. It is designed to introduce the student to basic concepts and problems encountered in social scientific investigation, including types of data and measurement, sampling, and research design. This course will emphasize the importance and limitations of theory and methodology in social science research as well as the purpose of applied research, program evaluation, policy analysis, and research ethics.

## Course Objectives:

1. Familiarity with various methods of conducting empirical research.
2. Familiarity with important research terms and concepts.
3. Ability to assess the benefits of research applied to social sciences.
4. Clarity of thinking in collection and interpretation of numerical data.

## Course Contents:

1. Introduction to Research Methodology  
Meaning of research and scope of research methodology, Stake holders of social research, Ethical considerations.
2. Research Problem  
Identification of the problem area, selection of the problem, Formulation of the research questions, pilot study.
3. Research Design  
Meaning and components of research design, Importance of designing research, typology of research designs.
4. Hypothesis  
Meaning and role of hypothesis, structure of a hypothesis: concepts, constructs and variables, the relationship between variables, Types of hypothesis, strong and weak hypothesis.
5. Sampling  
Sampling theory, sampling methods and techniques, sample size, sample error.
6. Data collection  
Sources: Primary and secondary, data matrix, unit of data collection and unit of data analysis, methods and tools of data collection, Interview and questionnaire and their types, observation and its types, scaling and testing techniques, reliability and validity of instruments.
7. Data Analysis  
Analysis of quantitative data: descriptive statistics, inferential statistics, test of significance, parametric and non parametric tests, presentation of data, computer software for quantitative data analysis.
8. Reporting research  
Structure of a research report, writing quantitative and qualitative research.

**Basic Test Books:**

1. Donald R Cooper, Pamela S Schindler (2006), Business Research Methods, 9<sup>th</sup> Edition, The McGraw-Hill Companies
2. William G Zikmund (2006), Business Research Methods, 7<sup>th</sup> Edition, Thomson South-Western.
3. Bhattacharyya Dipak Kumar, (2007) Human Resource Research Methods, Oxford University Press, New Delhi.
4. Bryman Alan, Business Research Methods, (2008) Oxford University Press, New Delhi.

**References:**

1. Online Statistics textbook by Statesoft.
2. Anderson, Theodore Wilbur. An Introduction to Multivariate Statistical Analysis. New York: Wiley, 1958
3. Babbie, E & Halley, F.(1998). Adventures in Social Research: Data Analysis using SPSS for W95, Pine Forge Press.
4. Berg, Bruce L., 1995. Qualitative Research Methods for the Social Sciences, Boston: Allyn and Bacon.
5. Bowen, Bruce and Herbert F. Weisberg, 1980. An Introduction to Data Analysis, San Francisco: W.H. Freeman and Company.
6. Edwards, Allen L. An Introduction to Linear Regression and Correlation., San Francisco: W.H. Freeman, 1976.
7. Ellis, Lee, 1994. Research Methods In Social Sciences, Wisconsin: Brown and Benchmark Publications.
8. Gujarati, D.N. (1988). Basic Econometrics. New York: MacGraw-Hill.
9. Lapin L.L.(1991). Quantitative Methods for Business Decisions. New York: Harcourt Brace Jovanovich Publishers.
10. Neuman, W.Lawrence, 1994. Social Research Methods: Qualitative and Quantitative Approaches, Boston: Allyn and Bacon.
11. Popper, K.R. (1959), The Logic of Scientific Discovery, New York, NY: Basic Books.
12. Popper, K.R. (1972) Objective Knowledge, Oxford, U.K.: Clarendon.
13. Sirkin R.M. (1995). Statistics for the Social Sciences. Sage.
14. Tabachnick Barbara & Linda S. Fidell (1989). Using Multivariate Statistics. Cambridge: Harper & Row.
15. Triola, M (1997) Elementary Statistics. Addison Wesley.
16. Wonnacott, TH & Wonnacott, RJ (1990). Introductory Statistics, 5<sup>th</sup> Edition. Wiley.
17. Krishnaswamy K. N. (2006) Management Research Methodology Integration of Principles Methods and Techniques, Pearson Education New Delhi.
18. David C Howell, (2007) Statistical Methods for Psychology, Thomson Learning, New Delhi.

**Objectives:** To help students to develop HRD facilitator skills and develop understanding of various HRD systems and processes.

**Course Contents:**

Nature of HRD in Industry, Planning for HRD, Designing HRD systems, Integrating HRD with Corporate Plans, HRD Practices of Organisations.

Strategies of implementing HRD, Role of Chief Executive in HRD, Structuring the HRD functions, HRD and personnel functions, Role and responsibilities of HRD staff, challenges for HRD professionals.

Performance appraisal Objectives and importance, Methods of Performance appraisal, Limitations of Performance appraisal, Performance appraisal Process, Performance appraisal practices in India.

Concept of Training and Development, Objectives and Importance of Training, Identification of Training Needs, Designing and Conducting training, Types of Training Methods, Evaluation of Training.

Concept of Performance appraisal, Importance of Performance appraisal, Process and methods of Performance appraisal, Limitations of performance appraisal.

The Concept of Career, Career Stages, How do People choose Careers, Career Anchors, Process of Career Planning, career development, Career Management, Effective Career Planning.

Concept of Potential Appraisal, Objectives of Potential Appraisal, factors affecting Potential Appraisal, Step to develop Potential Appraisal, Potential Appraisal in Indian Organization.

Introduction to Empowerment, Definitions of Empowerment, Basis of Empowerment, Ways to achieve Empowerment, Empowerment process, Merits and Demerits of Empowerment.

**References:**

1. Dayal Raghbir (1996) Dynamics of Human Resource Development, Mittal.
2. Bhatia B.S.(1996) Emerging Dimensions of HRD: Role and Orientation, Deep & Deep.
3. Rao T.V. (2003) Future of HRD, Mcmillan.
4. Rao T.V. (1996) Human Resource Development, Sage.
5. Rao T.V. (1991) Readings In Human Resource Development, Oxford and IBH.
6. Rao T.V. (1998) HRD Missionary, Oxford & IBH.
7. Rao T.V. (1994) HRD in New Economic Environment, Tata Mcgrawhill.
8. Jaygopal R. (1993) HRD conceptual analysis and Strategies, Edision.
9. Mathur B.C. (2000) Strategy for Human Resource Development,RBSA.
- 10 Tripathi P.C. (2002) Human Resource Developemnt, Sultan Chand.

1. Human Resource Development in the 21<sup>st</sup> Century
2. E-work in India: The New Labour Market Challenges
3. Building Competitive advantage: Value creation in HR
4. Cultural Diversity at Workplace: An HR concern
5. Performance Management – Emerging Practices
6. Attrition: A behavioural Perspective

**References:**

1. Dayal Raghubir (1996) Dynamics of Human Resource Development, Mittal.
2. Bhatia B.S.(1996) Emerging Dimensions of HRD: Role and Orientation, Deep & Deep.
3. Rao T.V. (2003) Future of HRD, Mcmillan.
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7. Rao T.V. (1994) HRD in New Economic Environment, Tata Mcgrawhill.
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## **M.Phil**

## **Paper – IV RESEARCH PROJECT**

The research project offers the student full opportunity to utilize and demonstrate his/her abilities and skills in social science research. As part of the course requirements, students are required to undertake a field/empirical research project. They are required to present a brief research proposal in the class before commencing work on the same. Each student will be supervised by the faculty member of the Department of Research Methodology and other faculty members of the University.

### **Duration:**

The duration of the M.Phil. programme will be One year full time spread over two semesters coinciding academic calendar for the University.

### **Admission:**

- **Admission requirements**

1. Total Seats: 5
2. To be eligible for admission to the M.Phil degree course in subject, a student must have obtained the master's degree in Social Science or degree recognized as equivalent there to, with at least 50% marks or G.P.A. of 3.00.

- **Admission procedure:**

Admission to M.Phil. programme will be made once every academic year based on the candidate's performance in the written test and personal interview comprising of 100 marks. Written test consist of 50 marks and Personal Interview 50 marks.

### **Dissertation Work:**

- a. Total marks: 300 (200 marks for preparation of dissertation and 100 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 Dissertation 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.

### **Assessment:**

1. In each of the above three papers (content courses) and the dissertation, there shall be a continuous assessment comprising of assignments, tests and seminars.
2. Out of 100 marks for each of the 3 papers, continuous assessment shall be for 50 marks and final examination shall be for 50 marks.
3. Out of 300 marks for dissertation, 200 marks shall be for the dissertation and 100 marks for viva voce examination.

**Note: M.Phil programme is based on self study, lectures, seminar, assignments etc.**