

# **Department of Human Resource Development**

## **Syllabus of the PhD Entrance Test**

### **Research Methodology**

1. Introduction to Research– Research Approaches – Research Process – Writing Research Proposal – Review of Literature – formulating a research problem – identifying variables – Research Design – Inductive and Deductive Reasoning
2. Quantitative Research – Types of Data – Measurement of Data – validity and reliability – Primary and Secondary Data – Sources of Secondary Data – Descriptive Statistics - Measures of Central Tendency and Dispersion – Univariate and Bivariate Statistical analysis
3. Qualitative Research – Tools of Qualitative Research – Focus Group Discussion – Observation Method – Ethnography – Case Study – Interview Method
4. Sampling – The concept of sampling – principles of sampling – factors affecting the inferences drawn from a sample – Types of sampling – probability and non-probability sampling methods.
5. Survey Research – Errors in Survey Research – Classifying Survey Research Methods – Questionnaire Design – Interviews – Telephone Interviews – Self Administered Questionnaires – Selecting appropriate Survey Research Design

**DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT**

**VEER NARMAD SOUTH GUJARAT UNIVERSITY**

**SYLLABUS FOR Ph.D. ENTRANCE TEST**

**HUMAN RESOURCE MANAGEMENT/HUMAN RESOURCE DEVELOPMENT**

**UNIT – I SCHOOLS OF MANAGEMENT THOUGHT AND FUNCTIONS OF MANAGEMENT:**

Scientific Management School – Human Relations School – Behavioural School – System Approach – Functions of Management – Planning, Organizing, Directing, Controlling, Coordination.

**UNIT – II HUMAN RESOURCE MANAGEMENT AND HUMAN RESOURCE DEVELOPMENT**

Human Resource Management: Objectives, scope, functions, importance, role of HR manager, Structure of HR department, HRM Model, Manpower Planning, Recruitment and Selection, Training and Development, Performance Appraisal Compensation management

Human Resource Development: HRD concept, importance, evolution, organization of HRD functions, Planning and Designing HRD activities, Role of CEO and Line Manager, Quality of work life, Career Planning.

**UNIT – III ORGANISATIONAL BEHAVIOUR**

Concept, importance, evolution, role, Perception, Personality, Attitude, Group dynamics, Motivation, Leadership, Job Satisfaction, Conflict Management, Organizational Change and Development.

**UNIT – IV INDUSTRIAL RELATIONS AND TRADE UNIONS**

Industrial Relations: Concept, scope, approaches, Industrial Relation system, Industrial disputes: causes, effects, trends, methods, and machinery for the settlement of Industrial disputes, Industrial Democracy, Collective Bargaining, Discipline.

Trade Union: Meaning, objectives, functions, structure of Trade Union, Role of Trade Union in present context.

## UNIT – V      LABOUR LAWS AND LABOUR WELFARE

**The Concept of Labour Legislations:** General Introduction, Industrial Revolution and the need for Labour Legislations, The Main Ingredients of Labour Legislations, Principles of Social Justice, Social Equality, Social Security, National Economy and Labour Legislations    **Origin of Labour Legislations:** Introduction, Factors Influencing Labour Legislations, Objectives of the Labour Legislations, **The Classification of Labour Legislations:** The Regulative Labour Legislations, The Protective Labour Legislations, Wage-Related Labour Legislations, Social Security Labour Legislations, Welfare Labour Legislations, Miscellaneous and General Legislations.

**Labour Welfare:** Meaning, Definiton, Scope of Labour Welfare, Statutory and Non Statutory Labour Welfare.