

PAPER – VII / VIII

SOCIOLOGY OF HUMAN RESOURCE DEVELOPMENT

OBJECTIVES

- a) To familiarize the student with the meaning, importance and scope of human resource development at the micro and macro levels.
- b) To create an understanding of the diverse strategies useful in developing human resources and the place of human resources planning to social development
- c) To create an awareness of the various issues involved in the development of human resources with particular emphasis on social and cultural factors

1. Overview of HRD

15 lectures

- Meaning
- Need
- Scope- Individual, Organisational, Social and National
- Functions, Goals, Role of Human Resource Manager

2. Introduction to Human Relations

10 lectures

- Nature and Philosophy
- Evolution -Scientific Management and Hawthorne
- Consequences of Hawthorne Studies

3. Groups, Teams and Leadership.

10 lectures

- Group dynamics: types of groups, why people join groups, group development, usefulness of groups in organisations, determinants of group behaviour and group structuring.
- Team dynamics: teams vs groups, impact, types of teams, team building in organizations, contemporary issues in managing teams
- Leadership: meaning, effectiveness, qualities and skills of leaders, functions.

4. Organisational Structure

10 lectures

- Formal organizations: meaning and relevance, types of structures, line and staff organization and functional organisation.
- Informal organisation- meaning, significance and impact on formal organisations.

5. Organisational Culture

10 lectures

- Meaning and Role of Organisational Culture and Climate
- Different Types of Organisational Culture
- Managing Multiculturalism

6. Organisational Development 10 lectures

- Meaning and characteristics.
- Managing organizational change: types of change, reasons for change, response and resistance to change, planning and implementing change.
- Organisation Development intervention techniques
- Training, learning and development.

7. Human Resources Planning 10 lectures

- Meaning and Importance
- Demand Forecasting
- Supply Forecasting

8. Current Issues in HRD 10 lectures

- Education : Role of Education in HRD
- TQM
- Global Mindset
- Health.

Reading List

- Ashwatthapa K. 2007. Organizational Behaviour, Himalaya Publishing House, Mumbai.
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- Ghanekar A. 2000. Human Resource Management Managing Personnel the HRD Way, Everest Publishing House. Mumbai
- Lane, H.(ed). 2005. The Blackwell handbook of Global Management: A guide to managing complexity, Blackwell Publishing. United Kingdom
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- Mamoria C, Gankar, S.V. 2007, Personnel Management, Himalaya Publishing House, Mumbai.
- Michael V.P. 2001, Human Resources Management and Human Relations, Himalaya Publishing house, Mumbai.
- Miller and Form, 1979, Industrial Sociology, Harper Publishers, New York.
- Misra and Puri. 2007. Indian economy, Himalaya publishing house, Mumbai.
- Moore, W. Impact of Industry, Prentice Hall. New Delhi

- Nair N,Latha Nair. 2004. Personal Management and Industrial Relations, S Chand 2 Company Ltd. New Delhi.
- P.Subba Rao.2005.Human Resource Management and Industrial Relations, Himalaya Publishing House. Mumbai
- Robbins,S.2001. Organizational Behaviour, Prentice Hall, New Delhi
- Rao T.V. 1999. Reading in Human Resource Development, Oxford and IBH publishing Co. Pvt. Ltd, New Delhi.
- Rao V.S.P.2007. Personnel and Human Resource Management- Text and Cases, Himalaya Publishing House, Mumbai.
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- Sarma A.M.2005. Personnel and Human Resource Management, Himalaya Publishing House, Mumbai.
- Silvera D.M. 1990, Human Resource Development, New India Publications.New Delhi.
- V.P. Michael. 2002. Human Resources Management and Human Relations, Himalaya Publishing House. Mumbai.