UNIVERSITY OF RAJASTHAN
JAIPUR

SYLLABUS

FACULTY OF COMMERCE

MASTER OF HUMAN RESOURCE MANAGEMENT

(ANNUAL SCHEME)

PART – I EXAMINATION 2016
PART – II EXAMINATION 2017

Prepared by

Checked by
MASTER of HUMAN RESOURCE MANAGEMENT

PART – I

(Annual Scheme)

Paper 1 - Human Resource Management
Paper 2 - Human Resource Development
Paper 3 - Labour Economics and Labour Welfare
Paper 4 - Industrial Relations and Social Security
Paper 5 - Labour Legislation

PAPER-I:

HUMAN RESOURCE MANAGEMENT

(Principles and Practice)

Duration 3 hrs. Max. Marks : 100

Unit -I


Unit-II

Unit - III


Unit - IV

Employee Communication. Employee Discipline. Leadership and Morale.

Unit - V

Informal Relations and Group Dynamics, Management of Conflicts and Resistance to Change.

Books Recommended:

6. Dwivedi, R.S.: Managing Human Resources: Personnel Management in Indian Enterprises, Galgotia Publishing Company,
PAPER -II:

HUMAN RESOURCE DEVELOPMENT

Duration 3 hrs.                         Max. Marks : 100

Unit –I

Conceptual framework, issues is HRD, HRD-A multidimensional and new concept, objects of HRD, HRD and HRM, agents of HRD.

Unit-II

Strategy for HRD, HRD Culture, Mechanism and Subsystems of HRD, HRD Barriers, frame work of HRD.

Unit-III


Unit-IV

Executive-development Career Advancement, Career Planning, Succession Planning and Counseling, Feedback. HRD in India-Recent Scenario

Unit-V

HRD in Different Sectors, Study of HRD Organizations- SBI, SAIL, L&T.

Books Recommended:


**PAPER –III:**

**LABOUR ECONOMICS AND LABOUR WELFARE**

Duration 3 hrs. Max. Marks : 100

**Unit-I**

Indian Labour: Chief Characteristics and Economic background, Sources of supply of Labour in Indian Industries.

**Unit-II**


**Unit-III**


**Unit-IV**


**Unit-V**

Books Recommended:


PAPER-IV:

INDUSTRIAL RELATIONS AND SOCIAL SECURITY

Unit-I

Duration 3 hrs. Max. Marks: 100

Parties to Industrial Relations, Changing Pattern of Industrial Relations. Industrial Disputes-causes and effects, Machinery for prevention and settlement of Industrial Disputes.

Unit-II

Workers Organisations- Main Features and Problems Employers Organisations- Main Features, Problems and Remedies.
Unit-III

Recent trends in Trade Union Movements in India Employers Organisation and their Role.

Unit-IV


Unit-V


Books Recommended:


PAPER-V:

LABOUR LEGISLATION

Duration 3 hrs.

Unit-I

Factory Act, 1948.

Unit-II

Industrial Employment (Standing Order) Act, 1936; Trade Union Act, 1926.

Unit-III

Industrial Disputes Act, 1947; Payment of Wages Act 1936.

Unit-IV


Unit-V


Books Recommended:

MASTER IN HUMAN RESOURCE MANAGEMENT

PART – II
(Annual Scheme)

Paper 1 - Management Concepts and Organisational Behaviour
Paper 2 - Organisation Development
Paper 3 - Business Research Methods
Paper 4 – Human Resource Information System
Paper 5 - Contemporary Issues in H.R.M.
Paper 6 – Project Report & Viva-Voce

PAPER-I:
MANAGEMENT CONCEPTS AND ORGANISATIONAL BEHAVIOUR

Duration 3 hrs.                                      Max. Marks : 100

Unit –1

Unit-II

Communication: meaning and types, communication channels, barriers and breakdown in communication, effective communication. Control: process, requisites and techniques.

Unit-III

Organizational behavior: meaning, basic assumptions, significance, scope and Limitations. Motivation: Nature significance and theories.

Unit-IV

Leadership: functions of leader, approaches and leadership styles, Interpersonal relations and group dynamics.

Unit-V

Organisational conflicts, corporate culture and corporate ethics. Organisational health.

Books Recommended:

organisational behaviour, prentice-hall, india, new delhi.

paper-ii:

organisation development

unit-i

organization development: introduction, history, nature, characteristics assumptions and values.

unit-ii

components: meaning, need and importance, nature, overview, diagnostic, action and process of OD, organizational interventions.

unit-iii

OD interventions: planned intervention: conflict and conflict resolution. Laboratory method, team development, intergroup building, personnel, interpersonal and group process interventions, comprehensive intervention: survey feedback, likert’s system and grid, OD contingency model.

unit-iv

managing change: concept, process and key roles of organizational change. Managing resistance to change and effective implementation of change.

unit-v

role approaches and skills of manager as agent of change. Training for trainers, steps leading to successful OD programme and organizational effectiveness. Possible reasons of failure.
Books Recommended:


PAPER-III:

BUSINESS RESEARCH METHODS

Unit-I  Duration 3 hrs.  Max. Marks : 100

Meaning and objectives of Research, Need and Importance of Research in Business. Types of Research, Problems in Social Science Research. Identification of Research Problem.

Unit-II

Framing of Hypothesis. Research Design- Important concepts, Sampling Design-steps.

Collection of Data: Primary and Secondary Sources.
Unit -III

Questionnaire and Codes Schedule, Interviews and code, Observation. Scaling: Importance and Techniques Editing Coding, Classification and Tabulation.

Unit-IV


Unit-V


Books Recommended:


5. Genetic Algorithms in Search, Optimization, and Machine Learning by David E. Goldberg
PAPER-IV:
HUMAN-RESOURCE INFORMATION SYSTEM

Unit -I
Management Information System: An introduction, historical background, status of MIS in organization, framework for understanding MIS.

Unit-II
Information needs and economics: growing need for information date, information from data, information economics.

Unit-III
Systems view, role of MIS at various management levels structure of MIS, Information network and Essentials of MIS.

Unit-IV

Unit-V
Uses of HRIS and HRD with special reference to performance appraisal, training need identification and career planning.

Books Recommended:
1. Michael J. Kavanagh: Human Resource Information Systems
2. James O'Brien Management Information Systems
PAPER-V:
CONTEMPORARY ISSUES IN H.R.M.

Unit-I
Duration 3 hrs.

An Introduction to globalization: meaning globalization and its implications for HRD. Globalization and work force diversity in different organizations (including MNCS).

Unit-II

Work Organizations in 21st century: changing world, changing attitude, feelings about jobs, organizations and people.

Unit-III

Career development and Stress: Management of stress-conflict and cooperation in organizations.

Unit-IV

Culture and technology. Creativity in organizations and organizational effectiveness.

Unit-V

Ethics in organizations: basic need and importance influence of power and politics. An overview about Indian ethos in HRM and relevance to present scenario.

Books Recommended:

Pvt. Ltd., New Delhi, 1999

Hill, New York.

6. Dwivedi, R.S.: Managing Human Resources: Personnel
Management in Indian Enterprises, Galgotia Publishing Company,
New Delhi, 2000.

7. Silvera, D.N.: HRD: The Indian Experience, Delhi, New, India,

PAPER-VI:

PROJECT REPORT and VIVA-VOCE

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<tr>
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<th>Mark</th>
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<td>Viva-Voce</td>
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