

Gujarat Vidyapith : Ahmedabad



॥ सा विद्या या विमुक्तये ॥

M.A.- Human Resource Management **Syllabus**

(As per NEP 2020 and Learning Outcomes based National Curriculum Framework)

(Effective from Academic year: 2023-24)

Department of Rural Management & HRM
Faculty of Management

Programme Outcomes (POs) :

After completion of the programme, students would be expected to attain the following:

PO1	Strategic HR Planning: Students will be able to develop and implement strategic HR plans that align with organizational goals and contribute to long-term business success.
PO2	Legal and Ethical HR Practices: students will understand and apply Gandhian thoughts for human resources Development. For this purpose, students will be equipped with HR practices in compliance with labour laws and ethical standards, ensuring fair and equitable treatment of all employees.
PO3	Talent Acquisition and Retention: students will be skilled in selecting and retaining talent through effective recruitment, selection and on boarding strategies.
PO4	Employee Development: students will be able to design and implement training and development programs that enhance employee's skills, performance, and career growth.
PO5	Performance Management: students will be able to develop and manage performance appraisal systems that drive employee performance and organizational productivity.
PO6	Compensation and Benefits Management: students will design and administer competitive compensation and benefits programs that motivate employees and align with organizational objectives.
PO7	Labor Relations: students will be able to manage labor relations effectively as well as on ethical and legal ground in negotiation, conflict resolution, and maintaining positive relationships with unions and employees.
PO8	HR Analytics and Technology: students will utilize HR analytics and technology to improve HR decision-making and operational efficiency.
PO9	Organizational Development and Change Management: students will lead organizational development and change initiatives that foster a culture of continuous improvement and adaptability.
PO10	Global HR Practices: students will be equipped to manage HR functions in a global context, understanding cultural diversity and international HRM practices.
PO11	Leadership and Team Management: students will demonstrate effective leadership and team management skills, fostering a collaborative and productive work environment.
PO12	Workplace Diversity and Inclusion: students will promote and manage workplace diversity and inclusion, ensuring a respectful and inclusive organizational culture.
PO13	Employee Health and Safety: students will implement and manage programs that ensure employee health, safety, and well-being in the workplace.
PO14	Communication and Interpersonal Skills: students will possess strong communication and interpersonal skills, essential for effective HR management and collaboration with all organizational stakeholders.
PO15	Critical Thinking and Problem-Solving: students will apply critical thinking and problem-solving skills to address complex HR issues and contribute to organizational success.

Program Structure

MA- HRM Effective from 2023-24

SEMESTER-1						
Exam Code	Name of paper	Hours	Credit	Evaluations		H/W
				Int	Ext	
HRD-101	Principles and Process of Management	60	4	40	60	4
HRD-102	Human Resource Management	60	4	40	60	4
HRD-103	Organizational Behavior	60	4	40	60	4
HRD-104	Business Communication	60	4	40	60	4
HRD-105	Computer Application in management	60	4	40	60	4
	Community Living	60	-	Grade		4
	Prayer		-	<input checked="" type="checkbox"/>	-	3
	Computer Lab	75	-	<input checked="" type="checkbox"/>	-	5
	Exam, Seminar, Library/Counselling	50	-	<input checked="" type="checkbox"/>	-	3
	Total	480	20			
SEMESTER-2						
HRD-201	Labor laws	60	4	40	60	4
HRD-202	Workplace Relationship	60	4	40	60	4
HRD-203	HRIS	60	4	40	60	4
HRD-204	Strategic Human Resource Management	45	3	40	60	3
HRD-205	Research Method	45	3	40	60	3
HRD-206	Summer Internship	60	2	40	60	
	Community Living	60	-	Grade		4
	Prayer		-	<input checked="" type="checkbox"/>	-	
	Computer Lab	60	-	<input checked="" type="checkbox"/>	-	4
	Exam, Seminar, Library/Counselling	50	-	<input checked="" type="checkbox"/>	-	3
	Total	500	20			
SEMESTER-3						
HRD-301	Human Resource Development and Organizational Development	60	4	40	60	4
HRD-302	Compensation management and reward management	60	4	40	60	4
HRD-303	Performance Management System	60	4	40	60	4
HRD-304	Business ethics and Corporate Social Responsibility	60	4	40	60	4
HRD-305	Contemporary HRM	60	4	40	60	4
	Community Living	60	-	Grade		4
	Prayer		-	<input checked="" type="checkbox"/>	-	
	Computer Lab	75	-	<input checked="" type="checkbox"/>	-	5
	Exam, Seminar, Library/Counselling	50	-	<input checked="" type="checkbox"/>	-	3
	Total	485	20			

SEMESTER-4						
HRD-401	Gandhian Philosophy and Human Resource Management	60	4	40	60	4
	Dissertation/Research Project	45	4	40	60	3
	Internship (3 Months)	360	12			3 month
	Prayer (25 days approx)		-	<input checked="" type="checkbox"/>	-	3
	Exam, Seminar, Library/Counselling	50	-	<input checked="" type="checkbox"/>	-	3
	Total	515	20			
Semester-wise (Hours / Credit) Summary						
Sem-1	Sem-2	Sem-3	Sem-4	Total		
480(20)	500(20)	485(20)	515 (20)	1980 (80)		

Open Elective HRM module (Any one out of four)				
1	Industrial Health and safety and HRM	বৈকল্পিক (Elective)	2 Credit	HRMEC 401
2	System application and product(SAP) and HRM	বৈকল্পিক (Elective)		HRMEC402
3	Pay roll management system and HRM	বৈকল্পিক (Elective)		HRMEC403
4	Corporate social Responsibility and HRM	বৈকল্পিক (Elective)		HRMEC404

*Students who leave the course after one year, earning 40 credits will be awarded with Post Graduation Diploma in human resource Management (Dip.HRM). after one month internship of 4 credits

Course Structure	
Classroom Teaching	62
Institutional Managerial Internship	18
Credit of Course	80

Program & Semester Sem 1	Course Code HRM 101	Name of subject Principles and Process of Management	Compulsory
Po's Aligned: 03		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
Students develop an understanding of the principles and aspects of management			
Students develop an understanding of management strategies			
Students develop an understanding of the planning process of management			
Students develop a basic understanding of management			
Learning Outcomes (Lo's)			
1. Understand the concept and principles of management			
2. Will gain extensive knowledge of management functions			
Teaching Pedagogy			
Lecture Method, Gamification, seminar, Supervised Assignment, Roleplay, Case Study, Group Discussion, Brain Storming, Assignment, Project, Problem-solving, Team Teaching			
Unit 1: Introduction to Management (12 Hours)			
Meaning of Management: Definition, characteristics, principles, functions, and importance of management.			Hours
Concepts of Management: Various theoretical and practical perspectives on management.			12
Unit 2: Planning and Decision-Making (14 Hours)			14
Planning: Meaning, characteristics, process, importance, and types of planning.			
Decision-Making: Meaning, importance, process, types, and methods of decision-making.			14
Unit 3: Organizational Structure and Direction (14 Hours)			
Organizational Structure: Meaning, characteristics, importance, and types of organizational structures.			14
Direction: Meaning, characteristics, importance, principles, methods, and key components of effective direction.			
Unit 4: Coordination and Control (14 Hours)			6
Coordination: Meaning, importance, process, and methods of coordination.			
Assessment Method			
Internal 40	<ul style="list-style-type: none"> • Continues (20 Marks) • Presentation - Assignment - Tutorial – Class Involvement • Exam -Unit test (20 Marks) 		
External Assessment 60 Marks	<ul style="list-style-type: none"> • University External Exam (60 Marks) • Exam Time : 2H 30 M 		
References			

Program & Semester Sem 1	Course Code HRM 102	Name of subject Human Resource Management	Compulsory
Po's Aligned: 1,3,15		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
. Understand the concept and principles of management . Will gain extensive knowledge of management functions Learn about the process of human resource management Develop an understanding of the recruitment, selection process Learn about training, development and evaluation			
Learning Outcomes (Lo's)			
1. Understand the concept of human resource 2. Will gain extensive knowledge of human resource development functions 3. Will develop a theoretical understanding of Human Resource Audit			
Teaching Pedagogy			
Lecture Method, Gamification, seminar, Supervised Assignment, Roleplay, Case Study, Group Discussion, Brain Storming, Assignment, Project, Problem-solving, Team Teaching			
Detailed Syllabus			
Unit 1 Human Resource Management			Hours
<ul style="list-style-type: none"> • Human Resource Development: Meaning, definition, concept, origin, objectives, scope, and functions • Skills and Responsibilities of Human Resource Management • Changing Role of Human Resource Management in India • Employee Management: Meaning, characteristics, importance, and the difference between employee management and human resource management 			12
Unit 2 Human Resource Planning, Accounting, and Audit			12
<ul style="list-style-type: none"> • Human Resource Planning: Meaning, importance, process, and factors affecting human resources • Human Resource Accounting: Meaning, characteristics, importance, and methods • Human Resource Audit: Meaning, characteristics, and importance 			
Unit 3 Recruitment and Selection			12
<ul style="list-style-type: none"> • Recruitment: Meaning, definition, process, internal and external sources • Selection: Meaning, definition, process • Employee Transfers: Promotion, demotion, transfer, separation 			
Unit 4 Employee Training			12
<ul style="list-style-type: none"> • Training: Meaning, definition, importance, process, and needs • Types of Training: Institutional and external • Relationship between Training and Development 			
Unit 5 Performance Appraisal			12
<ul style="list-style-type: none"> • Job Analysis and Job Description: Meaning, definition, process, and utility • Difference between Job Description and Job Analysis • Performance Appraisal: Meaning, definition, concept • Difference between Job Evaluation and Performance Appraisal 			
Assessment Method			
Internal 40	<ul style="list-style-type: none"> • Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement • Exam -Unit test (20 Marks) 		
External Assessment 60 Marks	<ul style="list-style-type: none"> • University External Exam (60 Marks) • Exam Time : 2H 30 M 		
References			

Program & Semester Sem 1	Course Code HRM 103	Name of subject ସଂଗଠନାତ୍ମକ ଚର୍ଚ୍ଚନ Organizational behaviour	Compulsory
Po's Aligned: 9,11		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
<ul style="list-style-type: none"> • Students get knowledge about organization human behavior • Students will learn about group behavior in organization • Students will learn about the principles of motivation • Students know the techniques of stress management • Students understand the concept of leadership development 			
Learning Outcomes (Lo's)			
<ol style="list-style-type: none"> 1. Will be familiar with the concept of organizational behavior and its various aspects 2. Will gain extensive knowledge of the functions of organizational behavior 3. Authority. Will develop an understanding of leadership, stress and motivation 			
Teaching Pedagogy			
Lecture Method, Case Study, Field Visit, Observation Method Role Play, Panel Discussion, Brain Storming, Gamification, Assignment, Project			
Detailed Syllabus			
Unit 1 Organizational Behavior			Hours
<ul style="list-style-type: none"> - Meaning and Definition of Organizational Behavior, Basic Concepts of Organizational Behavior, Factors Affecting Organizational Behavior - Organizational Structure: Meaning and Definition of Organizational Structure - Models of Organizational Behavior: <ul style="list-style-type: none"> ○ Autocratic Model ○ Custodial Model ○ Supportive Model ○ Collegial Model (Matrix, Virtual, Boundary) 			12
Unit 2 Personality and Attitude			12
<ul style="list-style-type: none"> • Meaning and Types of Personality • Traits of Personality Development • Type A and Type B Personality • Meaning and Types of Attitude (Job Satisfaction, Job Involvement, Organizational Commitment) • Role of Attitude, Factors Affecting Attitude 			
Unit 3 Group and Team			12
<ul style="list-style-type: none"> • Meaning and Definition of Group, Types of Groups, Group Development Process • Team: Meaning and Definition, Types of Teams, Skills for Team Building (Problem Solving, Self-Managed, Cross-Functional, and Virtual), Difference between Group and Team 			
Unit 4 Motivation and Stress			12
<ul style="list-style-type: none"> • Meaning and Definition of Motivation, Concept, Importance, Problems of Motivation • Maslow's Theory, X and Y Theory (McGregor), Herzberg's Theory, ERG 			

Theory		
<ul style="list-style-type: none"> • Meaning and Definition of Stress, Causes, Methods for Stress Management 		
Unit 5 Power and Leadership		12
<ul style="list-style-type: none"> • Meaning and Definition of Power, Sources of Power • Meaning of Leadership: Types, Traits of Leadership 		
Assessment Method		
Internal 40	<ul style="list-style-type: none"> • Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement • Exam -Unit test (20 Marks) 	
External Assessment 60 Marks	<ul style="list-style-type: none"> • University External Exam (60 Marks) • Exam Time : 2H 30 M 	
References		

Program & Semester Sem 1	Course Code HRM 104	Name of subject Business communication	Compulsory
Po's Aligned: 14		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
<ul style="list-style-type: none"> • A Students develop the skills to express their ideas clearly and effectively • Develop skills in interpersonal communication • Acquire knowledge of English language • Develop the skill of written communication 			
Learning Outcomes (Lo's)			
<ol style="list-style-type: none"> 1. Will be familiar with the various aspects of the process of business registration 2. Gain extensive knowledge of various forms of business financing 3. Report writing etc. 			
Teaching Pedagogy			
Lecture Method, Group Discussion, Seminar, Brain Storming, Gamification, Assignment, Project			
Detailed Syllabus			
Unit 1 Business Communication			Hours
<ul style="list-style-type: none"> • Meaning, Objectives, Scope, and Importance, Various Media and Models, Communication Process • Principles of Effective Communication, Barriers to Effective Communication and Solutions 			12
Unit 2 Oral Communication Skills			12
<ul style="list-style-type: none"> • Committees, Group Discussions, Negotiations, Role Play • Principles of Public Communication • Structure and Skills of Speech, Conclusion 			
Unit 3 Writing - Referencing Skills			12
<ul style="list-style-type: none"> • Business Letters: Inquiry, Circulars, Quotations, Orders, Receipts, Summons, Complaints, Claims and Settlements, Financial Correspondence, Institutional Correspondence, Applications, Resumes, etc. 			
Unit 4 Report Writing			
<ul style="list-style-type: none"> • Notices, Agendas, Minutes of Meetings, Drafts of Presentations, Details of Reports, Principles of Report Writing, Graphical and Typographical Representation, Certificates 			
Unit 5 Basic Concepts of Grammar			12
<ul style="list-style-type: none"> • Basic Knowledge of Grammar (with reference to common errors in English) • Correct and Incorrect Sentences (with reference to grammatical errors) • Correction of Sentence Structure Errors with reference to Tenses and Verbs • Linguistic Strategies • Translation, Vocabulary, Paraphrasing, Summarizing, Sentence Construction, and Use of Dictionary 			
Assessment Method			
Internal 40	<ul style="list-style-type: none"> • Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement 		

	<ul style="list-style-type: none">• Exam -Unit test (20 Marks)
External Assessment 60 Marks	<ul style="list-style-type: none">• University External Exam (60 Marks)• Exam Time : 2H 30 M
References	

Program & Semester Sem 1	Course Code HRM 105	Name of subject Computer Application in management	Compulsory
Po's Aligned: 8		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
Students should acquire basic knowledge about computers Students will gain knowledge about the use of computers in management			
Learning Outcomes (Lo's)			
Will be familiar with the use and benefits of computers for human resource development			
Teaching Pedagogy			
Lecture			
Detailed Syllabus			
Unit 1 COMPUTER FUNDAMENTALS AND OPERATING SYSTEM			Hours
<ul style="list-style-type: none"> • Definition, Types, Generations, Characteristics, Function and Components of a computer system. • Input Devices and their functionality, Memory, Auxiliary Storage Devices, Output and System Devices. • System Software, Application Software, Operating system works, classification, User interface. • Windows, and Ubuntu Operating system components. Office automation tools and its importance 			12
Unit 2 DATABASE MANAGEMENT SYSTEM			10
<ul style="list-style-type: none"> • File Based System, Advantage-Disadvantage, DBMS Package and Usages, Database Components, Elements of Database, Database Administrator, Data Types, Field Properties, E-R model, Schema, Cardinality. - DBMS Software: Working with Table, Forms, Reports and Queries, Sorting & Filtering, Import Data. Simple Operation of Queries 			
Unit 3 DATA COMMUNICATION AND NETWORK			10
<ul style="list-style-type: none"> • Data Communication: Term, Concept, system and types, Transmission and Modes, media/cable and signal, Multiplexer, Encoding. • Network Concept, Advantages, Types, Topology, NIC, OSI Reference Model and Protocol. • Connectivity Devices: Modem, Hubs, Repeaters, Bridges, Routers, Gateways. • Network Environment: User, Groups, Computer, sharing, Rights, access, Domain, and workgroup. Wireless network concept, types, and Security 			
Unit 4 APPLICATIONS OF INTERNET			
<ul style="list-style-type: none"> • History and uses, Internet connection, Internet Account. • Various Internet Protocol, IP Address and Domain Name, World Wide Web, Browsing, URL, E-mail, FTP, Remote login. • Internet Services like Chat and IRC, Messenger on Internet, Blog, and social networking, iPhone, VOIP, Internet video, Collaborative computing, and Video conferencing. • Search Engine and Google Various Facilities, Internet security Web Design Principles, HTML, Editor, Basic structure, Mark up Tags, Heading-Paragraphs, Line Breaks. Elements of HTML: Text, Lists, Tables, Frames, Hyperlinks, Images, Multimedia, Forms, and controls 			10

❖ **Lab:**

1. Various computer devices
2. Operating system: Windows and Ubuntu
3. office automation package

- a. Word processor software: Importance, Menus, Working & editing With Documents using various functionalities, Customize, Formatting, Paragraphs, Styles, table, Graphics, Proofing, Creating Web Pages, Lists, References and Citations, Mail merge etc...
- b. Spreadsheet software: Importance and application, working with a Workbook, Manipulating Data, modifying a Worksheet, Performing Calculations, Sort and Filter, Graphics, Charts, formatting a Worksheet, Developing a Workbook.
- c. Presentation software: Physical Components of a Presentation, how to make effective Presentations. Creating a Presentation, Working with Content, Formatting Text, Adding Content, Graphics, Tables, Charts, Slide Effects, design template; Slide view; custom animation etc.
- d. DBMS: Table, Form, Report and Query operation.

Internet Applications: e-mail, blog, website and various google facilities.

Program & Semester SEM -2	Course Code HRD 201	Name of subject Labor Laws શ્રમ કાયદાઓ	Compulsory
Po's Aligned: 2,13		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
Awareness among students about labor laws and laws related to social security			
Learning Outcomes (Lo's)			
1. In the industrial sector the chief will be familiar with the labor laws 2. Get detailed information about various social security provisions			
Teaching Pedagogy			
Lecture Method, Panel Discussion, Team teaching, Case Study, Problem Solving, Brain Storming, Assignment, Project			
Detailed Syllabus			
Unit			Hours
Unit 1 Constitution and Labor Laws			10
<ul style="list-style-type: none"> • Fundamental Rights in Comparison to Labor Laws, Equality Before Law and its Application in Labor Law, Equal Pay for Equal Work; and Article 16 and Reservation Policies, Articles 19, 21, 23, and 24 and their Effects 			
Unit 2 Laws on Welfare and Working Conditions			14
<ul style="list-style-type: none"> • Factories Act, 1948; Contract Labor (Regulation and Abolition) Act, 1970; Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; The Mines Act, 1952; Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955; The Weekly Holidays Act, 1942; The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013; The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 			
Unit 3 Social Security Laws			16
<ul style="list-style-type: none"> • Employees' State Insurance Act, 1948; Employees' Provident Funds and Miscellaneous Provisions Act, 1952; Payment of Gratuity Act, 1972; Maternity Benefit Act, 1961; Maternity Benefit (Amendment) Act, 2017; Unorganized Workers' Social Security Act, 2008; Apprentices Act, 1961; Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 			
Unit 4 Labor Laws			10
<ul style="list-style-type: none"> • Simplification of Procedures for Furnishing Returns and Maintaining Registers by Certain Establishments Act, 1988 			
Unit 5 Labor Codes			10
<ul style="list-style-type: none"> • Labor Code on Wages; Labor Code on Industrial Relations; Labor Code on Social Security and Welfare; Labor 			

Code on Occupational Safety, Health, and Working Conditions		
Assessment Method		
Internal 40	<ul style="list-style-type: none"> • Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement • Exam -Unit test (20 Marks) 	
External Assessment 60 Marks	<ul style="list-style-type: none"> • University External Exam (60 Marks) • Exam Time : 2H 30 M 	
References		

Program & Semester SEM -2	Course Code HRD 202	Name of subject કાર્યસ્થળ સંબંધ	Compulsory
Po's Aligned: 2,7,12		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
The objective of this course is to make the students understand the different approaches to workplace relations, the causes of disagreements in workplace relations and methods of resolution.			
Learning Outcomes (Lo's)			
1. Familiarize yourself with the main laws relating to industrial relations 2. Will be familiar with the causes and methods of resolution of disagreements in workplace relations			
Teaching Pedagogy			
Lecture Method, Case Study, Problem Solving, Brain Storming, Group Discussion Method, Assignment, Project, Role Play			
Detailed Syllabus			
Unit			Hours
Unit 1 Concept of Industry and Industrial Relations			14
<ul style="list-style-type: none"> • Concept of Industry, Types of Industries • Characteristics of Indian Workers: Diversity, Illiteracy, Caste/Social Causes, Absenteeism, etc. • Different Types of Industrial Workers: Skilled, Semi-Skilled, Unskilled • Industrial Relations: Definition, Concept, and Objectives of Workplace Relations; Impact of the Industrial Revolution on Workplace Relations; Wages and Workplace Relations; Factors Affecting Workplace Relations (Workers, Labor Unions, Management, Government, Society) • Approaches to Industrial Relations: Psychological Approach, Social Approach, Human Relations Approach, Karl Marx's Approach, Gandhian Approach 			
Unit 2 Labor Organizations			10
<ul style="list-style-type: none"> • Definitions and Forms, Characteristics of Labor Organizations, Functions and Types of Labor Organizations, Reforms and Problems of Labor Organizations, History and Current Context of Labor Movements in India and Internationally • Indian and International Labor Organizations (ILO) • Objectives of International Organizations, Membership Registration, Structure of International Organizations, Structure of Administrative Committees, International Labor Office, Economic Support to International Labor Organizations, Effectiveness of ILO on Indian Workers, INTUC, HMKP, AITUC, CITU, BMS 			
Unit 3 Industrial Disputes and Resolutions			12
<ul style="list-style-type: none"> • Meaning and Causes of Disputes, Disputes Arising from Employment Conditions <ul style="list-style-type: none"> ○ (a) Employee Grievances: Meaning, Causes, and Redressal of Employee Grievances 			

<ul style="list-style-type: none"> ○ (b) Collective Bargaining: Meaning, Importance, Characteristics, and Issues of Collective Bargaining, Process of Collective Bargaining ○ (c) Strikes and Lockouts: Concept, Types of Strikes, Conditions for Prohibited Strikes and Lockouts 	
Unit 4 Procedures Handled by Arbitration	10
<ul style="list-style-type: none"> • Guidance, Arbitration, Legal: Tripartite and Bipartite Structures, Importance, Evaluation, Tripartite Structure, Industrial Committees and Other Tripartite Committees, Bipartite Structure, Labor Organization, Consultation Committees • Worker Participation in Industrial Democracy and Management <ul style="list-style-type: none"> ○ (a) Concept, Objectives, Various Levels of Organization, Indian Sena, Communication Committee, Verma Committee, and Joint Committee ○ (b) Concept of Industrial Democracy and Gandhian Approach 	
Unit 5 Industrial Relations Law	14
<ul style="list-style-type: none"> • Industrial Relations Law: Industrial Disputes Act, 1947 (Downsizing, Layoffs, Retrenchment, Bench Employees, and Termination) and Industrial Discipline and Domestic Inquiry. Industrial Disputes (Central) Rules, 1957; Plantation Labor Act, 1951; Industrial Employment (Standing Orders) Act, 1946; Indian Trade Unions Act, 1926; Trade Unions (Amendment) Act, 2001 	
Assessment Method	
Internal	
40	
External Assessment 60 Marks	<ul style="list-style-type: none"> • Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement • Exam -Unit test (20 Marks)
References	<ul style="list-style-type: none"> • University External Exam (60 Marks) • Exam Time : 2H 30 M

Program & Semester SEM -2	Course Code HRD 203	Name of subject માનવસંસાધન માહિતી પ્રણાલી	Compulsory
Po's Aligned: 8		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
Information gathering on human resource system. Gained knowledge on the use of human resource management systems			
Learning Outcomes (Lo's)			
1. Familiarize yourself with HR information systems 2. Be familiar with software management used for human resource information systems.			
Teaching Pedagogy			
Lecture Method, Experimental Method, Demonstration Method, Self-learning Method, Assignment, Project, Hands on Activity, problem solving , Group Discussion			
Detailed Syllabus			
Unit			Hours
Unit 1 Introduction to Human Resource Information System (HRIS)			12
1.1 Concept of HRIS 1.2 Role of IT, Database Concepts, and Applications in HRIS 1.3 Steps for Implementing HRIS 1.4 Benefits and Limitations of HRIS 2.1 Need for HRIS Analysis 2.2 System Design and Development 2.3 HR Metrics and Workforce Analytics 2.4 Justifying HRIS Investment Costs			
Unit 2 HRIS Requirements			12
2.1 Need for HRIS Analysis 2.2 System Design and Development 2.3 HR Metrics and Workforce Analytics 2.4 Justifying HRIS Investment Costs			
એકમ- 3 Implementation and Acceptance of Resource Information Systems			12
3.1 HRIS Project Management 3.2 Managing, Implementing, Integrating, and Maintaining HRIS Changes			
એકમ - 4 HRIS Applications			12
4.1 HR Administration and HRIS 4.2 Talent Management 4.3 Job Analysis and Human Resource Planning 4.4 Recruitment and Selection in the Internet Context 4.5 Training Issues in HRIS 4.6 Performance Management 4.7 Compensation and HRIS			
એકમ - 5 Key Issues in HRIS			12
5.1 Information Security and Privacy in HRIS 5.2 The Future of HRIS 5.3 Concept of HR Analytics and Digital HR			
Assessment Method			
Internal 40	<ul style="list-style-type: none"> Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement Exam -Unit test (20 Marks) 		
External Assessment 60 Marks	<ul style="list-style-type: none"> University External Exam (60 Marks) Exam Time : 2H 30 M 		
References			

Program & Semester SEM -2	Course Code HRD 204	Name of subject Strategic Human Resource Management ମାନବସଂସାଧନ ସଂସାଧନ	Compulsory
Po's Aligned: 8,12,15		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
Acquire knowledge of strategic human resource management. know about role of strategist			
Learning Outcomes (Lo's)			
1. Will be familiar with strategic management in the field of HR and will gain knowledge about approach, process model for the same. 2. The role of strategic management in the field of human resource and its practical application in solving organizational problems.			
Teaching Pedagogy			
Lecture Method, Seminar, Panel Discussion, Assignment, Project, Team Teaching, Field Visit			
Detailed Syllabus			
Unit			Hours
Unit -1 Overview of Strategic Management			12
<ul style="list-style-type: none"> • Concept, Process, Barriers, Strategic vs. Traditional Human Resource Management • Factors Affecting Strategy Formation: Company Mission and Vision, Self-Assessment, Culture and Values, External Environment: Impact of Technology, Workforce Diversity, Government Policy, Socio-Economic Impact, Competitors' Strategies 			
Unit 2: Approaches, Processes, and Models of Strategic Human Resource Management			12
<ul style="list-style-type: none"> • Processes and Models: General Models, High-Performance Working Model, High-Commitment Management Model, High-Involvement Management Model • Implementation of Strategy: Identifying Annual Objectives, Characteristics of Effective Annual Objectives, and Their Benefits • Developing Functional Strategies: Principal and Functional Strategies, Approaches: Best Fit Approach, Bundling, Approaches to Achieving Strategic Fit, Competitive Strategy, Organizational Types, Life Cycle 			
Unit 3: Role of the Strategist			12
<ul style="list-style-type: none"> • Role of the Strategist, New Order, Role of Strategic Partner, Human Resources as a Business Partner, Strategic Role of Human Resource Managers, Human Resource Managers and Professionals as Change Agents 			
Unit 4: Organizational Strategy for Human Resources			12
<ul style="list-style-type: none"> • Organizational Development, Strategies for Cultural Change, 			

Strategies for Knowledge Management, Strategies for Commitment, Strategies for Building a Trusting Environment, Strategies in Practice		
Unit 5: Improving Business Performance through Strategic Human Resource Management		12
<ul style="list-style-type: none"> Human Resource Management that Improves Business Performance, Practical Approach for Developing Human Resource Strategies, Coordination and Implementation of Str 		
Assessment Method		
Internal 40	<ul style="list-style-type: none"> Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement Exam -Unit test (20 Marks) 	
External Assessment 60 Marks	<ul style="list-style-type: none"> University External Exam (60 Marks) Exam Time : 2H 30 M 	
References		

Program & Semester SEM -2	Course Code HRM 205	Name of subject संशोधन पद्धतिशास्त्र (Research Methodology)	Compulsory
Po's Aligned: 1,2,6,7,11		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
This course aims to acquaint students with the various aspects of research to acquire the necessary skills for research.			
Learning Outcomes (Lo's)			
1. The student will understand methods from research problem selection to data collection and analysis 2. Student Will acquire skills about research report writing.			
Teaching Pedagogy			
Lecture Method, Survey, Seminar, Supervised Assignment, Self Study, Field work, Group Discussion, Assignment, Team Teaching			
Detailed Syllabus			
Unit			Hours
Unit 1: Introduction to Research			15
<ul style="list-style-type: none"> • Meaning of Research and Types of Research • Utility of Research in Various Fields • Steps of the Research Method 			
Unit 2: Research Problem and Objective Determination			15
<ul style="list-style-type: none"> • Review of Literature • Selection of Research Problem • Research Objectives, Hypotheses, and Variables • Research Design 			
Unit 3: Population and Sample			15
<ul style="list-style-type: none"> • Meaning of Population and Sample • Characteristics and Need of Sampling • Different Methods of Sampling 			
Unit 4: Data Collection and Report Writing			15
<ul style="list-style-type: none"> ● Meaning and Types of Data: Primary and Secondary Data ● Methods of Collecting Primary Data ● Research Report Writing: Meaning and Steps in Report Writing ● Structure of a Research Report and Features of a Good Report 			
Assessment Method			
Internal 40	<ul style="list-style-type: none"> • Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement • Exam -Unit test (20 Marks) 		
External Assessment 60 Marks	<ul style="list-style-type: none"> • University External Exam (60 Marks) • Exam Time : 2H 30 M 		
References			

1. સંશોધન પદ્ધતિ, ડી. એ ઉચાટ
2. સંશોધન પદ્ધતિ, એ.જી શાહ અને જે.કે દલે. અનડા પ્રકાશન, અમદાવાદ.
3. સંશોધનની પાયાની સંકલ્પનાઓ (સંશોધન હાથપોથી), ડૉ. આર. એસ. પટેલ, જય પબ્લિકેશન, અમદાવાદ.
4. સંશોધન પદ્ધતિઓ અને પ્રવિધિઓ, એચ. જી. દેસાઈ અને કે. જી. દેસાઈ, યુનિવર્સિટી ગ્રંથ નિર્માણ બોર્ડ, અમદાવાદ.
5. સામાજિક અનુસંધાન, ડૉ. સુરેન્દ્રસિંહ, ઉત્તર પ્રદેશ હિંદી ગ્રંથ એકાદમી, લખનઉ.
6. પ્રયુક્ત આંકડાશાસ્ત્ર, ડૉ. રમેશચંદ્ર ઠા. રતાણી, યુનિવર્સિટી ગ્રંથ નિર્માણ બોર્ડ, અમદાવાદ.
7. ધંધાકીય સંશોધન પદ્ધતિઓ, પ્રા. દીપા ડી. ગોસાઈ તથા અન્ય, કુમાર પ્રકાશન, અમદાવાદ.
8. Research Methodology: Methods and Techniques, C. R. Kothari, New Age International (P) Ltd, New Delhi.
9. Research Methodology in Social Sciences, Thakur, Devendra, Deep and Deep Publications, New Delhi.
10. Research Methods in Rural Development, Gullybaba.com Panel, Gullybaba Publishing House (P) Ltd.
11. Research Methods in Rural Development, Dr. S. Nakkiran and Dr.G. Ramesh, Deep & Deep Publications.
12. Scientific Social Surveys and Research, P. V. Young, Prentice Hall of India Ltd. New Delhi
13. Research Methods, Ed.2, Trochim, William M. Biztantra, New Delhi.

Program & Semester SEM -2	Course Code HRD 206	Name of subject Summer Training	Compulsory
Po's Aligned: 15		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
Summer training and its report writing activities are to be conducted to familiarize with the practical aspects of Human Resource Development and the latest trends in Human Resource Development.			
Learning Outcomes (Lo's)			
1. The student will be exposed to and experience the technical and managerial aspects of human resource development in the industrialized world.			
2. The knowledge gained during the summer training will be presented as a report.			
Teaching Pedagogy			
Field visit, Observation, Discussion, Inquiry, Self-study, Assignment, Interview, Survey			

Program & Semester SEM -2	Course Code HRD 301	Name of subject માનવ સંસાધન વિકાસ અને સંગઠનાત્મક વિકાસ	Compulsory
Po's Aligned: 3,4,8		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
To acquire knowledge about human resource development			
To acquire knowledge about human resource management			
Gain knowledge about organizational development			
Develop knowledge of human resource development methods and processes			
Learning Outcomes (Lo's)			
1. Will be familiar with the theoretical concept of human resource development.			
2. Be conversant with human resource development strategies, practices and culture.			
Teaching Pedagogy			
Lecture Method, Case Study, Field Visit, Observation, Role Play, Group Discussion, Brain Storming, Assignment, Project			
Detailed Syllabus			
Unit			Hours
Unit 1: Human Resource Development and Strategies			12
<ul style="list-style-type: none"> • Concept, Definition, Need, Characteristics, Objectives, Evaluation, Essential Conditions, Functions, Challenges, and Approaches. • Vision and Strategies of Human Resource Development • HRD Matrix, Vision, Policies, Strategy, Organization, Barriers to HRD Programs, Characteristics of HRD Managers, HRD in Indian Industries, Suggestions for Making 			

HRD Effective in Indian Organizations.	
2 - HRD Methodology Process and Design of HRD Methodology, Principles of its Design and Influencing Factors, HRD System, Prerequisites for HRD, Components of its System, Processes and Outcomes, Organizational Effectiveness	
3. Unit 3: HRD Climate and Culture <ul style="list-style-type: none">• Concept of Climate, Influencing Factors, Indian Culture and HRD, Aspects of Development.	12
4 Unit 4: Career Development <ul style="list-style-type: none">• Concept of Career Development, Individual Career Development, Organizational Career Development, Steps to Establish Its Methodology, Suggestions for Effective Career Development, HRD and Career Development and Planning.	
Unit 5: Organizational Development <ul style="list-style-type: none">• Concept, Objectives, Characteristics, Models, Values, Assumptions, Implications, Future and Need in Globalization.• Process of Organizational Analysis and Development, Interventions of Organizational Development, Factors Influencing the Selection of Interventions, Group Interventions, Inter-group and Third-party, Peace-building Interventions.	12
Unit 4: કારકિર્દી વિકાસ	12
Unit 4: Career Development <ul style="list-style-type: none">• Concept of Career Development, Individual Career Development, Organizational Career Development, Steps to Establish Its Methodology, Suggestions for Effective Career Development, HRD and Career Development and Planning.	
Unit -5 સંગઠનાત્મક વિકાસ	12
Unit 5: Organizational Development <ul style="list-style-type: none">• Concept, Objectives, Characteristics, Models, Values, Assumptions, Implications, Future and Need in Globalization.• Process of Organizational Analysis and Development, Interventions of Organizational Development, Factors Influencing the Selection of Interventions, Group Interventions, Inter-group and Third-party, Peace-building Interventions.	

Assessment Method	
Internal 40	<ul style="list-style-type: none"> • Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement • Exam -Unit test (20 Marks)
External Assessment 60 Marks	<ul style="list-style-type: none"> • University External Exam (60 Marks) • Exam Time : 2H 30 M
References	

Program & Semester SEM -2	Course Code HRD 302	Name of subject ଘନନୀୟ ଘାତନାୟକତା	Compulsory
Po's Aligned: 6		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
Students receive information about compensation Students acquire skills in compensation management Students should get information about various compensation payment laws			
Learning Outcomes (Lo's)			
1. Will be familiar with compensation, wage policy, wage principles for human resource management 2. Understand incentive compensation and additional retail benefits and financial incentives 3. Will be knowledgeable about wage laws and social security laws			
Teaching Pedagogy			
Lecture Method, Case Study, Observation Method, Group Discussion, Brain Storming, Assignment, Project, Comparative Study			
Detailed Syllabus			
Unit			Hours
Unit 1:Compansation			8
Introduction, explanations, roles, classification, types, components (in India and multinational companies) basic principles of wage determination.			
Unit 2: Wage Policy and Principles			16
Reasons for wage policy, impacts of wage policy on employees, impacts of wage policy on managers and benefits of higher wages, reasons for wage diversity. Understanding of ESPO. List of Wage Determination Principles: <ul style="list-style-type: none"> • Living Wage Principle • Life Standard Principle • Wage Band Principle • Volker Principle • Marx's Labor Value Principle • Limit of Productivity Principle • Collective Bargaining Principle 			
Unit 3: Wage Distribution and its Questions			12
Wage distribution, wage structure, reasons, equal wage rate, wage rate determination, challenges of wage distribution (internal flows, external influences, employee contributions, distribution of wages), economic and developmental questions related to wages.			
Unit 4: Incentive Wage and Additional Benefits			10
Ideas, objectives, necessities, benefits, and limits. Various levels of employees: working on machines, working in offices, managers working as administrators, individual incentive schemes, group incentive schemes, allocation for incentives, financial, non-financial incentive schemes.			
Unit 5: Wage Determination Administration and Legislation			14
Wage determination administration, organization of administrators, employees, roles of employees, role of employee organization and labor policy, capacity of wage determination in wages and their allocation, type of production, current rates in other factories, decline of employee organizations, industrial environment and relationships, government labor policy. Wage legislation: Minimum Wage Act, 1936; Payment of Wages Act, 1948; Bonus Act, 1965; Equal Remuneration Act, 1976.			
Assessment Method			
Internal 40	<ul style="list-style-type: none"> • Continues (20 Marks) • Presentation - Assignment - Tutorial – Class Involvement • Exam -Unit test (20 Marks) 		
External Assessment 60 Marks	<ul style="list-style-type: none"> • University External Exam (60 Marks) • Exam Time : 2H 30 M 		
References			

Program & Semester SEM -2	Course Code HRD 303	Name of subject કામગીરી વ્યવસ્થાપન	Compulsory
Po's Aligned: 4,5		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
Students gain knowledge about operations management Students acquire knowledge about performance management methodology Students acquire knowledge about performance evaluation methods.			
Learning Outcomes (Lo's)			
1. Will be familiar with the basic concept of performance management 2. Familiarity with performance management methodology and implementation of evaluation methods			
Teaching Pedagogy			
Lecture Method, Case Study, Observation Method, Group Discussion, Brain Storming, Assignment, Project, Comparative Study			
Detailed Syllabus			
Unit			Hours
Unit 1: Introduction to Work Management			12
Unit 1: Introduction to Work Management Traditional evaluation of work and comprehensive work management. Scope of work management. Role, understanding, and scope of work management for human productivity. Work management - organizational context - in the context of managers.			
Unit 2: Methods of Work Management			12
Planning of work management, evaluation and development of work, control and development training aspects of work management, annual work management. Theater of work management - theater, pay (pays). Impactful forces and methods of work management. Decisions of 2.4 HR and PM data for work development.			
Unit 3: કામગીરી મૂલ્યાંકન અને ક્ષમતા મૂલ્યાંકન			12
Unit 3: Work Evaluation and Capacity Evaluation Introduction to work evaluation. Importance of work evaluation. Relationships between evaluator and evaluatee. Problems of evaluators and skills for resolution. Assessment of capacity and its dimensions and objectives. Difference between work evaluation and capacity evaluation.			
Unit 4: કાર્ય મૂલ્યાંકનની પદ્ધતિઓ			12
Unit 4: Methods of Work Evaluation Latest methods of work evaluation - self-evaluation - criteria for behavior control measures - 360-degree work evaluation - purposeful management (MBO). Traditional methods and work evaluation - essay evaluation - high-order - comparison between traditional and modern work evaluation - method of working in difficult situations - field review - cycle control measures - work distribution.			

Unit 5: पुरस्कार प्रणालीઓ	12
Unit 5: Reward Systems Assumptions of wage fairness. Legal environment, legal barriers to wage systems. Employee benefits. Retirement benefits, experiences, non-monetary benefits.	
Assessment Method	
Internal 40 Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement Exam -Unit test (20 Marks)	
External Assessment 60 Marks University External Exam (60 Marks) Exam Time : 2H 30 M	
References	

Program & Semester SEM -2	Course Code HRD 304	Name of subject વ્યાવસાયિક નીતિશાસ્ત્ર અને કોર્પોરેટ સામાજિક જવાબદારી	Co mp ulso ry
Po's Aligned: 2		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
To acquaint learners with the concept and business ethics in the modern era consistency - To enable learners to understand the approach and understand the complexity of global corporate social responsibility in the Indian context .			
Learning Outcomes (Lo's)			
1. A common understanding of professional ethics and professional social responsibility will be developed 2. Be aware of professional social responsibility and governance			
Teaching Pedagogy			
Lecture Method, Gamification, seminar, Supervised Assignment, Roleplay, Case Study, Group Discussion, Brain Storming, Assignment, Project, Problem-solving, Team Teaching			
Detailed Syllabus			
Unit			Ho urs
Unit 1: બિઝનેસ એથિક્સનો પરિચય			15
Unit 1: Introduction to Business Ethics Business ethics - concepts, characteristics, importance, and necessity of business ethics. Indian ethos, ethics and values, work ethos, - sources of morality, corporate ethics concept, development of a code of ethics - guidelines for developing a code of ethics, ethics management program, ethics committee. Various approaches to business ethics - ethical principles - Friedman's economic principle, Kantian deontological theory, use of Mill and Bentham's utilitarian principle in management, Gandhian approach and trusteeship in management, importance and relevance of Gandhi's trusteeship concept in modern business, trusteeship principle of truth and non-violence, emergence of new values in Indian industries after economic reforms of 1991.			
Unit 2: ભારતીય નૈતિક વ્યવહાર અને કોર્પોરેટ ગવર્નન્સ			15
Unit 2: Indian Ethical Behavior and Corporate Governance Policy in marketing and advertising, human resource management, finance and accounting, production, information technology, copyrights and patents - corporate governance: concept, importance, evolution of corporate governance, principles of corporate governance, regulatory framework of corporate governance in India, SEBI guidelines and clause 49, audit committee, role of independent directors, protection of shareholders, changing role of corporate boards. Key elements of corporate governance, failures of corporate governance and their consequences.			
Unit 3: કોર્પોરેટ સામાજિક જવાબદારીનો પરિચય			15

Unit 4: C

Unit 3: Introduction to Corporate Social Responsibility		
Corporate social responsibility: concept, opportunities, and contemporary compatibility and importance of CSR in society. Corporate philanthropy, examples of CSR implementation, drivers of CSR, established awards for CSR in India. CSR and Indian companies - legal obligations and clarity on CSR, scorecard, future of CSR in India. Role of NGOs and international agencies in CSR, integration of CSR in business.		
Unit 4: CSR અને CSR નીતિના વિસ્તારો		15
Unit 4: Extent of CSR and CSR Policies		
<ul style="list-style-type: none"> Stakeholders towards CSR - shareholders, creditors and financial institutions, government, consumers, employees and workers, local community and society. - CSR and environmental concerns. - Formation of CSR policy - challenges in influencing CSR policy, role of HR professionals in CSR - CSR-ISO-14000-SA 8000 global standards - AA 1000 - codes established through UN Global Compact - UNDP, global reporting initiative; major CSR codes. - CSR and sustainable development - Triple Bottom Line in business through CSR. 		
Assessment Method		
Internal 40	<ul style="list-style-type: none"> Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement Exam -Unit test (20 Marks) 	
External Assessment 60 Marks	<ul style="list-style-type: none"> University External Exam (60 Marks) Exam Time : 2H 30 M 	
References		

Program & Semester SEM -2	Course Code HRD 305	Name of subject Contemporary Issues in	Compulsory
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		HRM	
Po's Aligned: 2		Credit : Teaching Hours - (4: 60)	
Course Outcome (Co's)			
<ul style="list-style-type: none"> • Students gain knowledge about current trends in HRM • Students gain knowledge about contemporary issues arising in HRM • Students acquire knowledge about knowledge management 			
Learning Outcomes (Lo's)			
<ol style="list-style-type: none"> 1. Human resource will be familiar with the prevailing trends in the environment. 2. Be aware of new approaches like out sourcing and knowledge management. 			
Teaching Pedagogy			
Lecture Method, Case Study, Observation Method, Group Discussion, Brain Storming, Assignment, Project, Comparative Study			
Detailed Syllabus			
Unit		Hours	
Unit 1: Introduction of Business Ethics		15	
Unit-1 Contemporary Environment and Workplace Quality <ul style="list-style-type: none"> • Internet and external environmental factors • History of Quality of Work Life (QWL) and associated questions • Evaluation of QWL, problems, improvements • QWL and HRM workplace quality and productivity, methods for improvement 			
Unit-2 Outsourcing <ul style="list-style-type: none"> • Introduction, reasons for outsourcing, benefits, types, and challenges in the field of outsourcing 		15	
Unit-3 Knowledge Management <ul style="list-style-type: none"> • Meaning, factors influencing knowledge management, benefits of knowledge management • Challenges in knowledge management and human resource development • Indian Knowledge Commissions 			
Unit-4 New issues in HRM <ul style="list-style-type: none"> • Employee branding • Creation of social networks • Mental contracts • Cultural diversity 		15	
Unit-5 Personality Development			

<ul style="list-style-type: none"> • Meaning of personality • Personality development • Personality definitions and basic facts • Time management <p>experimental</p> <ul style="list-style-type: none"> • Increase vocabulary • Body gestures • Preparation for identification 		
Assessment Method		
Internal 40	<ul style="list-style-type: none"> • Continues (20 Marks) Presentation - Assignment - Tutorial – Class Involvement • Exam -Unit test (20 Marks) 	
External Assessment 60 Marks	<ul style="list-style-type: none"> • University External Exam (60 Marks) • Exam Time : 2H 30 M 	
References		

Program & Semester SEM -4	Course Code HRD 401	Name of subject ગાંધી તત્વજ્ઞાન અને માનવસંસાધન	Compulsory
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		વ્યાવસ્થાપન	
Po's Aligned: 2	Credit : Teaching Hours - (4: 60)		
Course Outcome (Co's)			
To acquaint students with Gandhiji's approach to human resource management, to teach what Gandhian philosophy is about human problems and how to strive to adopt it.			
Learning Outcomes (Lo's)			
1. Will be informed by Gandhiji's ideas to help in human resource development. 2. Gandhiji's policy on the problem of human resource development. Will gain philosophy about the relevance of economic and social ideologies.			
Teaching Pedagogy			
Lecture, Case Study, Self Study, Inquire Study, Group Discussion, Flipped classroom			
Detailed Syllabus			
Unit -			Hours
Here's the translation of the topics related to Gandhi's life:			
<ol style="list-style-type: none"> 1. Childhood - Practice of Self-development (First change yourself) 2. Student Life - Study in school, home, college, and in Britain. 3. Ethics in African Business - Development of the qualities of truth 4. Political Ideology of Gandhi 5. Importance of Individual - Gandhi's concept of democracy 6. Comparison of Fascism and Communism with Gandhi's Political Aspects 7. Sarvodaya, Truth and Nonviolence, Gram Swaraj, Anarchy, Self-Purification 8. Gandhi's Economic Ideology 9. Economic Activities and Contributions in Creative Works 10. Rural Development - Limits and Consequences of Machines 11. Comparison of Economic Reasons with Simplicity and Equality 12. Morality of Poverty, Equality, Economics, Physical Labor, Trusteeship, Centralization 13. Gandhi's Social Ideology 14. Social Ideas and Behavior 15. Social Activities and Contributions in Creative Works 16. Social Reformers, Social Revolutionary Changes, Women's Upliftment, Elimination of Untouchability 17. Changes in Education - Changes in Religious Life in the Context of Ashrams' Life. 18. Satyagraha <ul style="list-style-type: none"> • Explanation and Concept of Satyagraha • Suitability of Satyagrahis • Gandhi's Management in Movements • Champaran • Mill Workers • Dandi • Bardoli • Kheda 			

<ul style="list-style-type: none"> Quit India Movement <p>19. Gandhi and Governance</p> <ul style="list-style-type: none"> Modern Governance Rules Gandhi's Governance Rules Comparative Study of Gandhi's and Modern Governance Rules. 	
ગાંધીજીનું જીવન	10
<ul style="list-style-type: none"> બાળપણ - સ્વવિકાસનો અભ્યાસ (પહેલા તમે બદલાવ) વિદ્યાર્થીજીવન - શાળા - ઘર -કોલેજ અને બ્રીટનમા અભ્યાસ. આફ્રિકાના વ્યવસાયમાં નીતિ સત્યના ગુણો વિકસ્યા ભારત 	
ગાંધીજીની રાજકીય વિચારધારા	10
<ul style="list-style-type: none"> વ્યક્તિનું મહત્વ - લોકશાહીની બાપુની વિભાવના મૂડીવાદ અને સામ્યવાદના રાજકીય પાસા સાથે તુલના સર્વોદય, સત્ય અને અહિંસા, ગ્રામ સ્વરાજ, અરાજ્યવાદ, સાધનશુદ્ધિ 	
ગાંધીજીની આર્થિક વિચારધારા	10
<ul style="list-style-type: none"> રચનાત્મક કાર્યમાં આર્થિક કાર્યો અને વહિવટ ગ્રામ્ય વિકાસ - યંત્રોની મર્યાદા અને પરિણામો સાદગી અને સામ્યવાદીના આર્થિક હેતુઓ વહિવટ અભિગમ સાથે તુલના મરજિયાત ગરીબી, સમાનતા, અર્થશાસ્ત્ર, શરીરશ્રમ, ટ્રસ્ટીશિપ, વિકેન્દ્રીકરણ 	
ગાંધીજીની સામાજિક વિચારધારા	8
<ul style="list-style-type: none"> સામાજિક વિચાર અને વ્યવહાર રચનાત્મક કાર્યોમાં રહેલા સામાજિક કાર્યો અને વહિવટી સામાજિક સુધારક, સામાજિક ક્રાંતિકારી પરિવર્તનો, સ્ત્રીઉત્થાન, અસ્પૃશ્યતા નિવારણ, શિક્ષણમાં પરિવર્તન-ધર્મભેદ જીવનમાં પરિવર્તન સંદર્ભે આશ્રમોનું જીવન. 	
સત્યાગ્રહો	12
<ul style="list-style-type: none"> સત્યાગ્રહની વ્યાખ્યા અને વિભાવના સત્યાગ્રહીઓની લાયકાત આંદોલનોમાં ગાંધીજીની વહિવટ વ્યવસ્થા ચંપારણ મિલ કામદારો દાંડી 	

<ul style="list-style-type: none"> - બારડોલી - ખેડા - ભારત છોડો આંદોલન 		
ગાંધીજી અને વ્યવસ્થાપન		10
<ul style="list-style-type: none"> - આધુનિક વ્યવસ્થાપના નિયમો - ગાંધીજીના વ્યવસ્થાપનના નિયમો - ગાંધીજી અને આધુનિક વ્યવસ્થાપનના નિયમોનો તુલનાત્મક અભ્યાસ 		
Assessment Method		
Internal 40	<ul style="list-style-type: none"> • Continues (20 Marks) • Presentation - Assignment - Tutorial – Class Involvement • Exam -Unit test (20 Marks) 	
External Assessment 60 Marks	<ul style="list-style-type: none"> • University External Exam (60 Marks) • Exam Time : 2H 30 M 	
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