

(B) Minor Courses MIC to be offered by the Department for students of other Departments of Commerce

Sl. No.	Sem	Type of Course	Course Code	Name of Course	Credits	Marks CIA+ESE 30+70
1.	I	MIC-1	BCHRM/MIC-1	Fundamentals of HRM	3	100
2.	II	MIC-2	BCHRM /MIC-2	Training & Development	3	100
3.	III	MIC-3	BCHRM /MIC-3	Compensation Management	3	100
4.	IV	MIC-4	BCHRM /MIC-4	Industrial Relations	3	100
5.	V	MIC-5	BCHRM /MIC-5	Labour & Employment Laws in India	3	100
6.	V	MIC-6	BCHRM/MIC-6	Labour Welfare & Social Security	3	100
7.	VI	MIC-7	BCHRM/MIC-7	Management of Change	3	100
8.	VI	MIC-8	BCHRM/MIC-8	Group Dynamics	3	100
9.	VII	MIC-9	BCHRM/MIC-9	Stress Management	4	100
10.	VIII	MIC-10	BCHRM/MIC-10	Strategic HRM	4	100

Sub Total = 32

Note:The Department may reduce the syllabus of the Minor Courses as per the credit distribution. The Department concerned may also decide practical courses.

GROUP C: HUMAN RESOURCE MANAGEMENT

BCHRM/MIC-2: TRAINING AND DEVELOPMENT

Objective:

The course aims at exposing the learner to the concept and practice of training and development in the modern organizational setting with practical and recent experiences.

Learning Outcomes

After completing the course, the student shall be able to :

1. Learn the practical applications of training and development theories in recent times.
2. Learn to design training programmes for diverse workforce.
3. Evaluate training and development programmes.
5. Recognize the mechanism of career development programmes.

Course Contents

BCHRM/MIC-2: TRAINING AND DEVELOPMENT (Theory: 3 credits)		
Unit	Topics to be covered	No. of Lectures
1	Nature of Training and Development Theories of management training and development and practical application of these theories in today's organisations, inputs and gaps in training; Training and development as a source of competitive advantage; Resistance to change	8
2	Designing Training Programmes Training process and practical application of designing programmes in today's environment, Methods of training; Human re-engineering, managing change, workmen training, re-training, government initiatives, self-directed work teams, learning curves, managing a diverse workforce	10
3	Evaluation of Training and Development Programme and Career Development Evaluation of Training and Development Programme – Statistical methods, use of appropriate training and development software packages. Career Development and Planning, Career Development Programme and Counselling	12
TOTAL		30

Suggested Readings:

1. Bhattachryya, D. K. Training and Development: Theories and Applications. New Delhi. Sage Publications India Pvt. Ltd.
2. Lynton, R., & Pareek, U. Training for Development. New Delhi: Vistaar.
Phillips, J.J. Hand book of Training Evaluation and Measurement Methods. Houston Gulf Publishing Co.
3. Prior, J. Handbook of Training and Development. Mumbai : Jaico Publishing House.

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Note:

1. The question paper pattern shall consists of three parts-

Part- A: Compulsory- consisting of objective/multiple choice type-

Each carrying two marks $10 \times 2 = 20$ marks

Part- B- Short Answer Type- Four questions to be answered out of six questions-

Each carrying five marks $04 \times 5 = 20$ marks

Part- C- Long Answer Type- Three questions to be answered out of five questions-

Each carrying ten marks $03 \times 10 = 30$ marks

2. Examination shall not be held on OMR Sheets strictly.

Handwritten signatures and dates:
P. V. Kumar 14.6.23
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