



**THIRD-YEAR OF BACHELOR OF ARTS
MAJOR SOCIOLOGY (ELECTIVE) REVISED
SYLLABUS ACCORDING TO CBCS NEP2020**

**COURSE TITLE: SOCIOLOGY OF HUMAN
RESOURCE DEVELOPMENT**

SEMESTER - V, W.E.F. 2025-2026

**RECOMMENDED BY THE BOARD OF STUDIES IN SOCIOLOGY
AND**

APPROVED BY THE ACADEMIC COUNCIL

Devrukh Shikshan Prasarak Mandal's

Nya. Tatyasaheb Athalye Arts, Ved. S. R. Sapre Commerce and
Vid. Dadasaheb Pitre Science College (Autonomous), Devrukh.
Tal. Sangmeshwar, Dist. Ratnagiri-415804, Maharashtra, India

*Nya. Tatyasaheb Athalye Arts, Ved. S. R. Sapre Commerce and Vid. Dadasaheb Pitre Science
College, Devrukh (An Autonomous College Affiliated with University of Mumbai)*

Academic Council Item No: -----

Name of the Implementing Institute	:	Nya. Tatyasaheb Athalye Arts, Ved. S. R. Sapre Commerce and Vid. Dadasaheb Pitre Science College (Autonomous), Devrukh. Tal. Sangmeshwar, Dist. Ratnagiri - 415804,
Name of the Parent University	:	University of Mumbai
Name of the Programme	:	Bachelor of Arts
Name of the Department	:	Sociology
Name of the Class	:	Third Year
Semester	:	Five
No. of Credits	:	04
Title of the Course	:	Sociology of Human Resource Development
Course Code	:	A306SOT
Name of the Vertical in adherence to NEP 2020	:	Major (Elective)
Eligibility for Admission	:	Any SYBA Pass seeking Admission to Degree Programme in adherence to Rules and Regulations of the University of Mumbai and Government of Maharashtra
Passing Marks	:	40%
Mode of Assessment	:	Formative and Summative
Level	:	UG
Pattern of Marks Distribution for TE and CIA	:	60:40
Status	:	NEP-CBCS
To be implemented from Academic Year	:	2025-2026
Ordinances /Regulations (if any)	:	

Syllabus for Third Year of Bachelor of Arts in Sociology

(With effect from the academic year 2025-2026)

SEMESTER - V

Paper No. VI

Course Title: Sociology of Human Resource Development No. of Credits - 04

Type of Vertical: Major (Elective)

COURSE CODE: A306SOT

Learning Outcomes Based on BLOOM's Taxonomy:

Course Learning Outcome No.	Blooms Taxonomy	Course Learning Outcome
CO - 01	Remember	To know the concept of Human Resource Development
CO - 02	Understand	To understand the importance of Human Resource in modern era
CO - 03	Apply	To familiarize the students with role and functions of human resource development at the micro and macro level.
CO - 04	Analyze	To create an awareness of the various issues involved in the development of human resources with particular emphasis on social and cultural factors.

Syllabus for Third Year of Bachelor of Arts in Sociology

(With effect from the academic year 2025-2026)

SEMESTER - V

Paper No. VI

Course Title: Sociology of Human Resource Development No. of Credits - 04

Type of Vertical: Major (Elective)

COURSE CODE: A306SOT

COURSE CONTENT			
Module No.	Content	Credits	No. of Lectures
1	Unit I - Overview of Human Resource Development - Nature, Features and goals - Need, Scope, Functions - Works of HR	01	15
2	Unit II - Recruitment, Selection and Performance Appraisal - Recruitment: Relevance, Factors, Process and Programmes - Selection: Selection Procedure, Barriers to effective selection - Performance Appraisal: Purpose, Methods (Trait Methods, Forced-choice Methods, Behavioral Methods, Results Methods), Process & Design	01	15
3	Unit III - Emerging Issues and challenges in HRD - Ergonomics and human factors at work - Corporate Social Responsibility: Nature, Features and Implementation - Total Quality Management	01	15
4	Unit IV - Management Services and Operations - Talent Management: Need, Importance and Benefits - Project Human Resource Management: Overview, Significance, Benefits - Image Building: Features, Need and Benefits	01	15
	Total	04	60

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Required Previous Knowledge:

Basic Knowledge of Human Resource and its concepts are necessary before starting to learn the course.

Access to the Course:

The course is available for all the students admitted for Bachelor of Arts as a Major. The students seeking admission in other disciplines may select the course as a minor considering the terms and conditions laid down by the University of Mumbai, the Government of Maharashtra, and the college, from time to time.

Methods of Assessment:

The assessment pattern would be 60:40, 60% for Semester End Examination (SEE) and 40% for Continuous Internal Evaluation (CIA). The structure of the SEE and CIA would be as recommended by the Board of Studies and approved by the Board of Examination and the Academic Council of the college.

• **References:**

- Ashwatthapa, K. 2005. Human Resource and Personnel Management, Text and cases, The McGraw Hill Companies. New Delhi
- 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
- Mamoria C, Gankar, S.V. 2007, Personnel Management, Himalaya Publishing House, Mumbai.
- 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.
- 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.
- Rao T.V. 1996. Human Resource Development: Experiences, Interventions, Strategies, Sage Publications, New Delhi.

- Sarma A.M.2005. Personnel and Human Resource Management, Himalaya Publishing House, Mumbai.
- Scott S, George B, Veena V.2010.Human Resources Management, Cengage Learning India Pvt Ltd
- Silvera D.M. 1990, Human Resource Development, New India Publications. New Delhi.
- Michael, V.P. 2002. Human Resources Management and Human Relations, Himalaya Publishing House. Mumbai.
- 2011 3rd International Conference on Information and Financial Engineering
- IPEDR vol.12 (2011) © (2011) IACSIT Press, Singapore

Web resources:

- <http://www.careereducation.columbia.edu/resources/tipsheets/skills-business-etiquette>
- <https://www.workhuman.com/blog/human-resource-development-hrd/>
- <https://www.whatishumanresource.com/human-resource-development>
- <https://www.keka.com/human-resource-development-hrd>
- <https://dhr.gov.in/schemes/human-resource-development-health-research-hrd>
