

केरलकेन्द्रीयविश्वविद्यालय
CENTRAL UNIVERSITY OF KERALA

Established by the Parliament of India vide the Central University Act, 2009 (No.25 of 2009)

Periye, Kasaragod District, Kerala, INDIA – 671 316

www.cukerala.ac.in



DEPARTMENT OF SOCIAL WORK

MINUTES OF THE BOS MEETING – SOCIAL WORK – 11TH MAY, 2016

Venue: Conference Room, CUK, Periye

Members Present: Dr. Jilly John, Dr. Renjith R. Pillai (Internal Expert)
Dr. Sekar, Dr. B T Lawani, Dr. Rameela Shekhar (External Expert)

1. Dr. John, Dean, School of Social Sciences, welcomed the participants and recommended the board to consider the women sensitivity issues and conflict resolution issues.
2. Board decided to have concurrent field work in all the 4 semesters in addition to block field work
3. Collaboration in terms of development of electives with other departments to be initiated.
4. The board discussed on the course structure, added few more details on the papers.
5. Based on the Dean's suggestion, the Board recommends that training of trainers to be organised on the areas – women issues and conflict resolution on the larger framework of disaster management.
6. Recommends for a centre for women studies from UGC at CUK.
7. The board also recommends proposals to be forwarded to ICSSR for setting up a Centre for Disaster Management as a virtual Department with involvement of allied Departments.
8. Board discussed in detail, the faculty involvement in supervision of field work and handholding support provided at the field level for students. Field work agencies are scattered in and around Kasargod District (approximately 70 square kilometers). The board strongly recommends that the direct cost involved in travelling to these social laboratories is reimbursed.

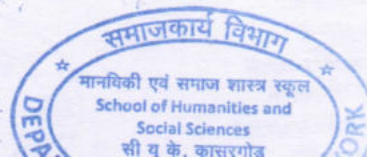
Dr. K Sekar
External Expert

Dr. B T Lawani
External Expert

Dr. Rameela Shekhar
External Expert

Dr. Jilly John
Chairperson

Dr. Renjith R. Pillai
Internal Expert





केरल केन्द्रीय विश्वविद्यालय
CENTRAL UNIVERSITY OF KERALA
Tejaswini Hills, Periy P.O, Kasaragod, Kerala, India- 671 316
DEPARTMENT OF SOCIAL WORK

Date 11.05.2016

DEPARTMENT OF SOCIAL WORK BOARD OF STUDIES MEETING

Sl.No.	Name	Signature
1.	Dr.Jilly John, Assistant Professor & HoD I/c Department of Social Work - <i>Chair Person - B.O.S.</i>	
2.	Dr.Renjith R Pillai, Assistant Professor Department of Social Work	
3.	Dr.Reinhart Philip, Assistant Professor, Department of International Relations	—
4.	Dr K Sekar Professor NIMHANS Bangalore-560029	
5.	Dr Rameela Shekhar Professor & Dean Department of Social Work Roshininilaya, Mangalore	 11/04/16
6.	Dr B T Lavani Director, Yashwantrao Chavan Institute of Social Sciences Studies and Research Bharati Vidyapeeth University Pune	
7.	Dr Prof.L/Tharabhai Former professor & Head of the Department of Sociology Madurai Kamaraj University Maduari 2A,GIE Classic, Tank Road, Near Vanjiyoor School, Thiruvananthapuram Kerala-695001	—

www.cukerala.ac.in E-mail: mswcukerala@gmail.com Ph. No: 04672233372



विभागाध्यक्ष / HEAD
सामाजिक कार्य विभाग
Department of Social Work
केरल केन्द्रीय विश्वविद्यालय
Central University of Kerala

11/05/16
DR. JILLY JOHN
CHAIR PERSON

HMS 5013: HUMAN RESOURCE MANAGEMENT

Course Objectives

- Develop an understanding pertaining to concepts and functions of HRD and HRM
- Develop understanding of various strategies, techniques and practices of HRD and HRM
- Scope of innovations and challenges in human resource development
- Create curiosity on observations on current HR trends

Course Outline

Unit 1 Introduction to HRM and HRD

- Definition, Meaning, nature, scope, application of HRM & HRD Difference between HRM and HRD
- Vision, mission, policies and principles Structure, Functions and Mechanism of HRM
- Position role and characteristics of HR/Personnel Manager in an organisation

Unit 2 HRM in practice

- Procurement: Human Resource Planning, Recruitment, Selection, Placement, orientation and socialisation-Process policies and problems
- Mobility of Personnel: Promotion Transfer, separation, superannuation – Principles, management and problems
- Compensation and reward management: Wages and Salary administration, Policies and methods
- Incentives and Fringe benefits, Employee Stock Option Scheme HR Accounting, HR Auditing HR Records, HR Research

Unit 3 Strategic HRM

- HRD- Strategic Business Partner Process of Strategic Management
- Benefits and Relevance of Strategic Management Mergers and acquisitions
- HRM in International Industrial Organisations

Unit 4 Training, Development and Performance Management

- Employees Training and Development HRD Culture and Climate Building Career planning
- Performance Appraisal
- Potential Appraisal and Evaluation

Unit 5 Innovations and challenges in HRD Developmental supervision -concept and style Learning organisation and bench marking

- Employee engagement
- Skill mapping
- CSR and corporate Governance
- Activities: role play on organizational situation and role of HR professional Employee- employer dynamics

References

Abraham, E (1988) Alternative approaches and strategies of Human Resource Development, Jaipur: Rawat Publications

Agarwal, R.D (1973) Dynamics of Personnel Management in India, Delhi Tata Mc Graw Hill

Aquinas, P.G. (2005) Personnel Management, Mangalore, Sita Publishing House

Aswathappa K (2002) Human Resource & Personnel Management, Tokyo: Tata Mc Graw Hill

Dakar RS, Personnel Management & Industrial Relations, Vikas Publishing House.

Decenzo and Robbins (2001) Personnel / Human Resource Management, New Delhi, Prentice Hall.

Gopal R. Jaya (1980) Human Resources Development Conceptual Analysis & Strategies.

Mamoria C.B. and Gankar S.V. (2002) Personal Management (Text & Cases).

Michael VP (1998) Human Resources Management & Human Relations, Himalaya Publishing House, New Delhi.

Nair N G and Latha Nair (2001) Human Resource Management, Sultan Chand & Sons Publication, New Delhi

Rao T.V. and Pereira D.F., Recent Experience in Human Resource Development, Oxford & IBM Publishing Co, New Delhi.

Rao, VSL (2009) Human Resource Management, Excel Books, New Delhi

Rudrabasavaraj MN (1988) Cases in Human Resource Management, Himalaya Publishing House, New Delhi.

Sheikh A.M. (2003) Human Resource Development & Management, S. Chand & Company, New Delhi.

Subba Rao (2000) Personal & Human Resource Management, Himalaya Publishing House, New Delhi