



FACULTY OF SOCIAL WORK

The Maharaja Sayajirao University of Baroda

POST GRADUATE DIPLOMA IN HUMAN RESOURCE MANAGEMENT

PROSPECTUS

About Faculty of Social Work:

Faculty of Social Work, The Maharaja Sayajirao University of Baroda was founded in the post- independence era in 1950, 15th March. It has followed a generic approach to Social Work Education, since its inception. The Faculty was recognized for its work by the University Grants Commission, New Delhi, and was awarded the DRS and DSA programme. The institute has completed the 1st phase of DSA in Social Work with the theme of Poverty Alleviation and Social Development in the thrust area of Children, Women, Elderly, and Scheduled Caste and Scheduled Tribe. As a matter of pride, on the basis of the performance of the Faculty in the 1st Phase of DSA programme, the University Grants Commission, New Delhi, has granted 2nd Phase of DSA programme from April 2009 to March 2014 in the thrust areas of Community Development, Family and Gender Studies and Industries and Society. Again, based on the performance of the previous two phases, University Grants Commission has granted 3rd phase of DSA programme starting from April 2015 to March 2020. Moreover, the faculty is granted Dr.Ambedkar Research Centre by the UGC for a period of five years as an outcome of the extensive work done with Women, Youth and Children of the Schedule Caste in the rural and urban areas through research and training programme related to Dr.Ambedkar's life and his work. The Faculty has been actively engaged in academic, research and extension work closely with the Government, Corporate and NGO Sector in training personnel to enhance service delivery through technical assistance, policy formulation, programme implementation and outreach services.

Post Graduate Diploma In Human Resource Management (DHRM) Programme:

In the modern Industrial and Information based society, HRM function assumes great significance more so in a globalized world. The need is to focus and examine concepts and apply it to Human Resource function. The subjects of Industrial Relations, Personnel Management, Labour Welfare etc. also needs to be re-examined with special focus on Human Resources Management. The business and social scenario needs managers equipped to bring out the best of human potentials with expertise in HR for organizational Growth and Development. The course prepares a student for middle level management roles in business, industrial and social organization.

The course has been designed on the Bloom Taxonomy model wherein the student gets an opportunity to understand concepts, see the application and evaluate its application in work organizations. The course has a blend of theory, Field Work Practicum/ Internship and Project Dissertation.

Programme Specific Objectives:

1. To develop their potentialities for shouldering responsibilities in the Human Resource Team.
2. Develop an understanding of the changing environment in which organization and its workforce operate.
3. Knowledge of principles and practices of HRM.
4. Develop insights and skills required for managing Human Resources.
5. The competence to develop and apply appropriate Labour Welfare Programmes

Programme Outcomes:

1. To impart Human Resource Management knowledge to cater the need of modern industrial society.
2. To enable specialized knowledge and skills to function in the areas of Personnel Management, Industrial Relations and Human Resource Development.
3. Apply ethical, legal and data-informed decision making to human resource management policies.
4. To provide capsule intensive training of professionals thoroughly equipped to meet the current demands.
5. To develop effective middle level cadre to tackle issues, challenges and Problems in business and industry organizations.

Admission Eligibility Criteria:

The admission is open for both male and female. In order to be eligible for admission, a candidate should be

1. Any graduate from a recognized University as a regular student is eligible to apply.
2. Candidate should have passed S.S.C., H.S.C and graduate level examination with English as one of the subject. However, candidates who have graduated with English as medium of Instruction and are not having English as one of the subject at graduation can also apply.
3. Candidates appearing at the final degree examination can apply.
4. Admission will be based on the performance in the admission test.
5. Candidates coming from outside of the M. S. University of Baroda need to obtain eligibility certificate from the M. S. University of Baroda for conforming of their admission.
6. Seats for SC and ST candidates, Normadic Tribes and Denotified Tribes and SEBC shall be reserved as per Government rules.

Program Level: P.G Diploma

Program Mode: Higher Payment Programme

Intake: 50

Duration: 01 Year

Registration Fee: 700

Program Fees: For Boys & Girls Rs.23, 960/- + Exam Fee as per University norms (Subject to revision)

Mode of Admission:

The admission will be based on the Written Entrance Test. The Syllabus of the same would be available on the University Website.

Requirements for the Degree At A Glance:

- Regular attendance in the class-room and field work,
- Timely submission of various assignments, field work reports and guided Project Work.
- Active and meaningful participation in class-room and seminar discussions
- Satisfactory performance in each of the theory class-room courses and field work.
- A guided and acceptable research project report.

Unique Features of the Programme:

- Combination of theoretical as well as practical learning.
- Dedicated experience of working at the industry through Fieldwork in two semesters.
- Teaching by practitioners from the field of HRM.
- Alumni Networking and Support.
- Meticulously designed intensive orientation program.
- Research exposure through guided Research project report work.

Teaching Programme:

The course will be of one year duration divided into two semesters. The teaching will include six subjects in each semester and will be imparted during four days of the week as follows:

Semester –I	Title of Old Course	Credits
SLW 4133	Introduction to HRM	02
SLW 4102	Introduction to Management and Social Sciences	02
SLW 4103	Intervention Strategies at Individual Level	02
SLW 4104	Social Responsibility of Business	02
SLW 4105	Salary and Wage Administration	02
SLW4106	Research And Computer Application	02
SLW 4107	Field Work	07
	Total	19
Semester –II		
SLW 4201	Intervention at Group level	02
SLW 4202	Labour Welfare – Ideology and Practice	02
SLW 4203	Industrial Relations	02
SLW 4204	HRM and HRD practices	02
SLW 4205	Salary and Wage Administration	02
SLW4206	Labour Legislations	02

SLW4207	Field Work	07
SLW4208	Seminar	02
SLW4209	Project Work	05
SLW4210	Viva voce	05
	Total	31

Evaluation:

Grade System Type: Direct Grading

Grade Scale: 10

No of Intervals: 7

Sr. No.	Grade Abbreviation	Status	Grade Point	Description
1.	O	Pass	10.00	Outstanding
2.	A	Pass	9.00	Excellent
3.	B	Pass	8.00	Very Good
4.	C	Pass	7.00	Good
5.	D	Pass	6.00	Fair
6.	E	Pass	5.00	Average
7.	F	Pass	4.00	Dropped

For further information, please reach out to us:

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