



## Master of Human Resource Management (MHRM) Programme

Human Resource Management and development is the cardinal areas of concern in modern industrial society. The Human Resource function in the industry has been increasingly professionalised, and practice of the same calls for specialised knowledge and skills to function in the areas of Personnel Management, Industrial Relations and Human Resource Development. This requires intensive training of professionals thoroughly equipped to meet the current demands. The industrial setting has been one of the fields of social work since the inception of social work education in India. This offers enormous career opportunities to social work graduates and human Resource Management Functionaries. The practice of professional social work in the industry in the present scenario requires a sound knowledge base with special skills which are specifically relevant to the current trend in the area of Human Resource Management.

Currently, the Faculty offers graduate, postgraduate and doctoral degree programmes in Social Work, postgraduate degree and diploma programme in Human Resource Management, Postgraduate diploma programme in Industrial Relations and Personnel Management and Corporate Social Responsibility. The Faculty is ranked among the top five Social Work education institutes of the country by the Outlook Magazine consecutively over the past many years.

The Master of Human Resource Management program, a postgraduate degree programme offered by the Faculty, was introduced during the golden jubilee year of the Faculty in 1999 to cater to the emerging needs of the corporate industries and the country.

### **OBJECTIVES OF THE COURSE:**

1. To provide students specialised knowledge in Human Resource Management, Human Resource Development, Industrial Relations, Labour Welfare, etc., for effective functioning in a career with industries and other organisations.
2. To equip students with the use of various skills in managing human resources in the industry and other sectors.
3. To develop Social Work perspective for the understanding of human aspects of work in organisations.
4. To prepare efficient HR Professionals to tackle issues, challenges and HR problems in business.

### **ADMISSION CRITERIA:**

Admission in the MHRM course in the Faculty is open to both men and women. In order to be eligible for

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admission, a candidate should be:

1. Candidates who have passed qualifying Bachelor Degree Examination with minimum (10+2+3) or (10+2+4 in case of Technology/Engineering branches) or it's equivalent in any discipline as a regular student in the first attempt from recognised University with at least 50 per cent marks are eligible for applying for admission to the MSW/MHRM Programme.
2. The candidate should have passed SSC, HSC with English as a subject.
  - a) Those who have passed graduation in medium of instruction other than English should have English as one of the subjects at graduation level.
  - b) Those who have English as a medium of instruction at the Graduate level and do not have English as a subject are also eligible to apply.
3. Admissions to the course will be based on the candidate's performance in the admission test.
4. Seats for SC and ST candidates, Nomadic Tribes and Denotified Tribes and SEBC, Economically Weaker Sections (EWS) shall be reserved as per Government rules.
5. Candidates coming from Universities other than The Maharaja Sayajirao University of Baroda will be finally accepted for admission only after obtaining an Eligibility certificate from The Maharaja Sayajirao University of Baroda.

Note: Those candidates who have passed an examination as external candidates (i.e. without keeping terms in college) are not eligible to apply.

<b>Programme Level</b>	:	Master Programme
<b>Programme Mode</b>	:	Higher Payment Programme
<b>Intake</b>	:	40 Students
<b>Duration</b>	:	02 Years
<b>Registration Fee</b>	:	700/-
<b>Programme Fees</b>	:	For Boys & Girls Rs. 62,600/- p.a. + Exam fees extra (Subject to revision)
<b>Mode of Admission</b>	:	Online Admission Test, The syllabus of the same is available on the University Website.

## REQUIREMENTS FOR DEGREE AT A GLANCE:

- Regular attendance in the classroom and fieldwork.



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- Timely submission of various assignments, fieldwork reports and guided research dissertation work.
- Active and meaningful participation in classroom and seminar discussions, Rural Camp, and Study Tour.
- Satisfactory performance in each of the theory classroom courses and fieldwork.
- A guided and acceptable research project report.

## TEACHING PROGRAMME:

The course will be of two years duration divided into two semesters per year. The teaching will include five subjects in each semester and will be imparted during three days of the week as follows:

### FSMHRM – I

Sr.	Subject	Subjects	Credits
1	SLW2123	Introduction to Management & HRM	2
2	SLW2140	Business Environment & Managerial Economics	2
3	SLW2125	Human Relations & Dynamics	2
4	SLW2126	HRM Intervention Strategies: Individual Level	2
5	SLW2127	Social Research in HRM	2
6	SLW2128	Field Work	10
		<b>Total</b>	<b>20</b>

### SSMHRM – I

Sr.	Subject Code	Subjects	Credits
1	SLW2217	HRM Intervention Strategies: Group Level	2
2	SLW2218	Information Processing Analysis & Research Application	2
3	SLW2221	Social Work Profession & HRM	2
4	SLW2235	Employee Welfare & Legislation	2
5	SLW2234	Personnel Management & Human Resource Management	2
6	SLW2222	Rural Camp	2
7	SLW2223	Fieldwork	10
		<b>Total</b>	<b>22</b>

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## FSMHRM – II

Sr.	Subject Code	Subjects	Credits
1	SLW2345	Employment & Business Law	2
2	SLW2346	Entrepreneurship Development	2
3	SLW2348	Industrial Relation-Theories and Issues	2
4	SLW2318	Organizational Behavior	2
5	SLW2347	Strategic Human Resource Management	2
6	SLW2321	Tutorials	2
7	SLW2320	Field Work	10
		<b>Total</b>	<b>22</b>

## SSMHRM - II

Sr.	Subject Code	Subjects	Credits
1	SLW2426	Employee's Relations	2
2	SLW2461	Compensation & Reward Management	2
3	SLW2424	Organisational Development	2
4	SLW2425	HRM in Modern Business Organisation	2
5	SLW2427	Labour & Industrial Policy	2
6	SLW2430	Seminar	2
7	SLW2433	Block Placement	2
8	SLW2432	Research	6
9	SLW2434	Study tour	2
10	SLW2429	Field Work	10
11	SLW2431	Viva Voce	4
		<b>Total</b>	<b>36</b>



## UNIQUE FEATURES OF THE PROGRAMME

### **Orientation Programme:**

The very first experience for the newly and provisionally admitted students for MHRM Course is an intensive orientation of the nature and mode of studies followed at the Faculty. The orientation period of two weeks exposes the students to social realities and the academic programmes in the Faculty. Concurrent workshop sessions give primary preparation for fieldwork.

### **Field Work**

Fieldwork is an integral part of the MHRM Course. It is concurrent with classroom teaching (three days a week) with overall involvement of 25 hours per week. Each student will be placed under fieldwork supervisors in different settings.

### **Research Dissertation**

The allotment of first-year students to each teacher for dissertation work will be made in the second term. The students and the research guide shall conduct research conferences to do preparatory work prior to data collection, i.e. formulation of study objectives/hypothesis, sampling and tools/ procedure for data collection. The student will be permitted to collect the data for the project report during summer vacation, and after following the due procedures, the dissertation report will be accepted.

### **Summer Placement Programme**

The summer placement programme is an integral feature to gain practical insights into HR functions and business operations through intensive placement in an organisation. In consultation with industry personnel, the students can mutually plan projects to be undertaken based on organisational needs.

### **Block Placement Programme**

The Block Placement programme is an integral feature to gain practical insights into Human Resource Management and functions and business operations through intensive placement in an organisation for a period of four weeks. In consultation with industry personnel, the students can mutually plan projects to be undertaken based on organisational needs, which offer them growing dimensions to study and relate HR theories and practises in the current business scenario.



## **Mentorship Programme**

A unique programme for mentorship initiated in the Faculty of social work provides opportunities to students to place themselves under senior HR practitioners and field personnel for continuous interaction and guidance to facilitate and groom professionals through a close association with the mentor and process of mentoring.

## **Tutorials & Other Assignments**

Students will be assigned different group/individual assignments and tutorials during the year. In addition to this, Seminars/Conferences/Workshops and tutorials will also be held during the year. As a part of the training program, a Camp and Study Tour will also be organised, and it is obligatory for every student to participate in the Camp and Study Tour at their own expense.