

**CORE COURSE XII – HUMAN RESOURCE DEVELOPMENT**

**Module - 1 : The concept**

Evolution of the Concept of Human Capital – Meaning – Nature – Significance – Schultz's Approach – Becker's Theory – Solow's Measurement of Human Capital.

**Module - 2 : Human Capital Formation**

Methods of Human Capital Formation : Education and Economic Growth – Formal Education – Adult Education – Health and Nutrition – Brain Drain – Information about Job Market – Elimination of Social Discrimination – Development Indicators – Human Development Index.

**Module – 3 : Human Resource Planning**

Human Resource Planning – Meaning – Objectives – Need – Process – Benefits – Problems – Career Planning and Development.

**Module - 4 : Gender and HRD**

Gender Dimensions of Development of HRD – Gender relations – Gender and Inequality – Gender Disparities in Education, Occupation and Earnings – Women's Empowerment and Economic Development – Gender Development Index in India.

**Module - 5 : Population and Development**

Population and Development – Work Participation Rate – Male and Female Work Participation Rate – Decadal Variations – Development of Women Entrepreneurship in India – Problems – Prospects – Strategies of HRD.

**References Books**

1. Anita Bandrjee & Rajkumar Sen, (2000), Women and Economic Development, Deep & Deep Publications Pvt. Limited, F-159, Rajauri Garden, New Delhi – 110 027.
2. Arun Monappa, (1997), Managing Human Resources, Macmillan India Limited, New Delhi
3. Batra V.P. (1998), The Economy and Human Resources, B.R. Publishing Corporation, Ansari Road, Darya Ganj, New Delhi.
4. Lakshmanasamy T. and T.M. Srinivasan, (1997), Economics of Human Behaviour, Allied Publishers, New Delhi – Chennai.
5. Lallan Prasad & A.M. Bannerjee (1985), Management of Human Resources, Sterling Publishers Private Limited, New Delhi.
6. Mitchael V.P. (1995), Human Resources Management and Human Relations, Himalaya Publishing House, New Delhi.
7. Raj Kumar, (2000), Women Problems, Anmol Publications Pvt.Ltd., New Delhi.
8. Suresh Vyas, (1998), HRD Priorities, Pointer Publishers, Jaipur.
9. Dr.(Mrs). E.V. Swarnalatha, (1997), Empowerment of Women Through Self Help Groups, A Training Manual, Discovery Publishing House, New Delhi.
10. Udai Pareek and T.Venkateswara Rao (2000), Designing and Managing Human Resource Systems, Oxford & IBH Publishing Co., Pvt. Ltd., New Delhi.