

A.K.Dasgupta Centre for Planning and Development

Visva-Bharati

19th One Week National e-Workshop

On

Planning, Management & Development of Human Resources

Date: 6th January to 12th January, 2021

The Centre invites applications from faculty member of colleges, universities, management executives and research scholars who wish to deepen their understanding on this subject.

Human Resource Management [HRM] can be considered to be an effective tool in Planning and development. It is the central and strategic organizational component of any institution. This course will cover some HR activities that all managers and administrators need to understand. Mention may be made of strategic HR, legal issues, staffing, recruitment and selection, performance management, training, labor relations, technical support systems and the like. Through interactive lectures and presentation of case studies, participants will become familiar with the

basic principles and techniques of human resource management. The course will take an over-view that integrates the contributions of the behavioral sciences with the technical aspects of implementing the HR function in the real world.

Course Overview

Module 1:

- HR Philosophy, Policies, Procedure and Practices
- HR as a Factor of Competitive Advantage
- The Techniques of Measurement of Work
- Qualitative determination of Human resource requirement: Job Analysis

Module: 2

- Job Description and Performance Appraisal [PA]/ Rapid Performance Appraisal [RPA]
- Method of PA
- Method of Job Evaluation
- Hay guide chart

Module: 3

- Wage Structure in the Plant and Job Evaluation
- Wage components
- HR Accounting
- HR Auditing

Module:4

- OD Interventions
- Models for Organizational Change
- Seven Stage Model-Lippitt, Watson & Westley
- T-Group Training

Module: 5

- The Vedas: General aspects; Life Goals- Dharma, Artha, Kama and Moksha
- The six systems of Thought: Nyaya, Vaisesika
- Stress Management: Quests for Excellence
- HR Analytics: Application of Data Science in HR

Module: 6

- Programme Design: Incorporating Learning Principles
- Learning Tools and Techniques
- Systems Thinking

Applicants have to mail their soft copies of application mentioning their present status on or before **3rd January, 2021**. Applicants should mention their contact address, telephone number, e-mail address and institutional affiliation. The application is addressed to Prof. Debasis Bhattacharya, Chair Professor, A.K.Dasgupta Centre for Planning & Development, Visva-Bharati. Application must reach **vbplanning46@gmail.com** within due date. **Registration fee: Rs.1500/- per participant**. Registration Fee to be paid

online. Details of payment will be provided after selection. The participation in the programme will be on first come first serve basis.

Important Dates

Last Date for receiving application: 3rd January, 2021

Letter of Acceptance: 4th January, 2021

Email for Correspondence: vbplanning46@gmail.com

For Assistance: Call to Sri Daya Shankar Kushwaha,

Ph-9474644413/9475983934

Visit website for other information: www.akdcentrevisvabharati.org

Application Form

Name

Address

Designation & Institutional
address

Occupation

Institution Affiliation

Ph. No.

E-mail

Signature of the applicant