

Guidelines for NEP Based Syllabus w.e.f. 2022-23
For the Paper Titled
"Human Resource Management" of B. Com.
Paper No. DSC – 2.3, Semester-II

JOINTLY ORGANISED
BY
Department of Commerce, Delhi School of Economics, University of Delhi
And
Zakir Husain Delhi College (Evening), University of Delhi

Date: 6th May 2023

MINUTES

An online meeting was held on Saturday, 6th May 2023, at 3.00 PM on Google Meet Platform (Meeting ID <https://meet.google.com/gze-izdp-ryk>) to prepare the Guidelines for NEP Based Syllabus w.e.f. 2022-23 for the paper titled "Human Resource Management" of B. Com. Paper No. DSC 2.3, Semester-II, jointly organised by the Department of Commerce, Delhi School of Economics, University of Delhi and Zakir Husain Delhi College (Evening), University of Delhi. Total Ninety-Five (95) faculty members of the different colleges of University of Delhi associated with teaching of this paper registered in advance to attend the meeting and finally Seventy (70) faculty members attended the meeting on the scheduled day, date and on the given link. The meeting was convened by Prof. Rajanikant Verma, Professor, Commerce, Zakir Husain Delhi College (Evening) and represented by Dr. Svati Kumari, Assistant Professor from the Department of Commerce, Delhi School of Economics, University of Delhi. The following members were present in the online meeting:

Sl. No.	Title	Name of the Faculty	Department / Affiliated College Name
1	PROF.	MASROOR AHMAD BEG (PRINCIPAL)	ZAKIR HUSAIN DELHI COLLEGE (EVENING) UNIVERSITY OF DELHI
2	PROF.	RAJANIKANT VERMA (CONVENOR)	ZAKIR HUSAIN DELHI COLLEGE (EVENING) UNIVERSITY OF DELHI
3	DR.	SVATI KUMARI (REPRESENTATIVE FROM DEPARTMENT OF COMMERCE)	DEPARTMENT OF COMMERCE (DELHI SCHOOL OF ECONOMICS, UNIVERSITY OF DELHI)
4	DR.	RASHI PALIWAL	ADITI MAHAVIDHYALAYA
5	MR.	YASK SAIN	ACHARYA NARENDRA DEV COLLEGE
6	DR.	PARMINDER KAUR	ATMA RAM SANATAN DHARMA COLLEGE
7	DR.	ROMITA POPLI	GARGI COLLEGE
8	MS	ANSHU SURI	JANKI DEVI MEMORIAL COLLEGE
9	MS	ADITHI	SHYAM LAL COLLEGE
10	DR.	REEMA DEHAL	DAULAT RAM COLLEGE
11	PROF.	HEMA GUPTA	ADITI MAHAVIDALAYA
12	DR.	SUDESH KUMARI	HANSRAJ COLLEGE
13	DR.	MANDAKINI DAS	GARGI COLLEGE
14	MS	MRS.RAMANBIR BINDRA	GARGI COLLEGE
15	MS	NISHA	SATYAWATI COLLEGE (EVENING)

16	MS	MOHINI RAJPUT	GARGI COLLEGE
17	DR.	ANSHU JAIN	SHAHEED BHAGAT SINGH EVENING COLLEGE
18	DR.	AKANKSHA JAIN	PGDAV COLLEGE
19	DR.	ARPITA KAUL	DR ARPITA KAUL
20	MS	INDU	ADITI MAHAVIDYALAYS
21	MS	VARDA SARDANA	SHRI RAM COLLEGE OF COMMERCE
22	MR.	AHSAN HAIDER	ZAKIR HUSAIN DELHI COLLEGE (EVENING)
23	MS	NISHA	SATYAWATI COLLEGE (EVENING)
24	DR.	AKHILESH KUMAR MISHRA	SRI AUROBINDO COLLEGE EVENING
25	MS	MANDEEP KAUR	SHYAMA PRASAD MUKHERJI COLLEGE FOR WOMEN
26	DR.	MANJULA GROVER	SHYAMA PRASAD MUKHERJI COLLEGE FOR WOMEN
27	MS	HASGUN KAUR	SRI GURU GOBIND SINGH COLLEGE OF COMMERCE
28	MS	MOHINI RAJPUT	GARGI COLLEGE
29	MS	MARY CHINGNGAIHLUN LETHIL	RAJDHANI COLLEGE
30	DR.	NEETU KUSHWAHA	SRI VENKATESWARA COLLEGE
31	DR.	RASHMI GOEL	DEEN DAYAL UPADHYAYA COLLEGE
32	MS	RUCHI	SATYAWATI COLLEGE EVENING
33	MS	MANIKA GUPTA	SHAHEED BHAGAT SINGH COLLEGE(EVENING)
34	DR.	NIDHI SHARMA	KIRORI MAL COLLEGE
35	MS	NITIKA AGGARWAL	RAMJAS COLLEGE
36	MR.	BIPLAB KUMAR DEY	SHAHEED BHAGAT SINGH COLLEGE
37	DR.	DR. NITU RANA	ADITI MAHAVIDYALAYA
38	DR.	SONIA SABHARWAL	PGDAV COLLEGE (DAY)
39	MS	SEEMA CHOUDHARY	SHAHEED BHAGAT SINGH EVENING COLLEGE
40	MS	AMITA YADAV	JANKI DEVI MEMORIAL COLLEGE
41	MS	SEEMA KWATRA	BHARATI COLLEGE
42	DR.	DR. KALPANA VAISH	DAULAT RAM COLLEGE
43	DR.	A. RAVICHANDRAN	SATYAWATI COLLEGE EVENING
44	DR.	ABDUL WAHID FAROOQI	ZAKIR HUSAIN DELHI COLLEGE
45	DR.	MONIKA GULATI	MOTI LAN NEHRU COLLEGE (DAY)
46	MS	MADHURIKA VERMA	PGDAV COLLEGE(DAY)
47	DR.	SHUCHI PRIYA MITTAL	SHAHEED BHAGAT SINGH COLLEGE(DAY)
48	PROF.	LATA SHARMA	LAKSHMIBAI COLLEGE
49	MS	LOVELY	ADITI MAHAVIDYALAYA
50	MS	PRIYANKA	KIRORI MAL COLLEGE
51	DR.	DR AKANKSHA JAIN	PGDAV COLLEGE (DAY)
52	MS	TRISHA CHOWDHRY	JESUS AND MARY COLLEGE
53	DR.	GEETA CHAUHAN	DAULAT RAM COLLEGE
54	MR.	ARVIND GUPTA	RAMJAS COLLEGE
55	DR.	VIPRA KAPOOR	DELHI COLLEGE OF ARTS AND COMMERCE
56	MS	BIMALDEEP KAUR	SRI GURU GOBIND SINGH COLLEGE OF COMMERCE
57	DR.	SHASHI NANDA	PGDAV COLLEGE (DAY)
58	DR.	DR POONAM	BHARATI COLLEGE
59	DR.	VEENA JAIN	VIVEKANANDA COLLEGE
60	DR.	HARSHMEETA KAUR SONI	MATA SUNDRI COLLEGE
61	MS	HANISHA BHAGAT	ACHARYA NARENDRA DEV COLLEGE
62	DR.	ROMITA POPLI	GARGI COLLEGE
63	DR.	DR. SANDEEP KUMAR GOEL	ACHARYA NARENDRA DEV COLLEGE
64	MS	S. MEENA	RAMJAS COLLEGE
65	MS	SONAL GUPTA	HANSRAJ COLLEGE

66	MS	GURPREET KAUR	MATA SUNDRI COLLEGE FOR WOMEN
67	MR.	YASK SAIN	ACHARYA NARENDRA DEV COLLEGE
68	MS	PRIYANKA JINGAR	RAMANUJAN COLLEGE
69	DR.	ABHA RANI	INDRAPRASTHA COLLEGE FOR WOMEN
70	MR.	ANKIT SINGH	ACHARYA NARENDRA DEV COLLEGE

The following guidelines were set in the online meeting with the consent of all the Faculty Members and the Representative of Department of Commerce, Delhi School of Economics, University of Delhi:

Teaching Related Guidelines As Per DU EC Resolution No. 38-1/(38-1-6) Dated 8th December 2022 and Issued on 10th March 2023.

1. Total Number of Lectures:45
2. Credit Hours: 4 (Lecture 3, Tutorial 1, Practical/Practice 0)
3. Unit Wise and Case Study Based Breakup of 45 Lectures are recommended as follows:

Unit I: Introduction to Human Resource Management	4 Lectures
Unit II: Procurement of Human Resource	9 Lectures
Unit III: Aspects of Training and Development (Including 4 Lectures on Case Study)	12 Lectures
Unit IV: Performance Management & Compensation Management (Including 4 Lectures on Case Study)	12 Lectures
Unit V: Maintenance of Employees and Emerging Horizons of HRM (Including 2 Lectures on Case Study)	8 Lectures

Case Study Focused On:

Training and Development Performance Appraisal	
Performance Management & Compensation Management	
Emerging Horizons of HRM	10 Lectures

4. Case Study should be of moderate size only to create an understanding of the subject and to ensure active participation of the students and a continuous learning process.
5. All the topics and sub-topics should be covered from the books mentioned in the References.

Examination Related Guidelines As Per DU EC Resolution No. 60-1/(60-1-13) Dated 3rd February 2023 Issued on 10th February, 2023.

1. Examination Pattern (Grand Total Marks 160)
 - a. End Term Theory Exam of 3 Hours 90 Marks
 - b. Continuous Assessment of Tutorials (CA) 40 Marks
 - c. Internal Assessment (IA) 30 Marks
2. Total number of questions will be five. All questions will carry equal weightage i.e. 18 marks for each.
3. The first four questions serially marked from 1 to 4 will be of 18 marks each with an internal choice format requiring comprehensive coverage of the entire syllabus must be asked and there should not be more than two parts in a question.

For Example:

- | | | |
|-------------|-----|---------|
| Q1/Q2/Q3/Q4 | (a) | 9 Marks |
| | (b) | 9 Marks |
| | Or | |
| | (c) | 9 Marks |
| | (d) | 9 Marks |

4. Question Number 5 will be having two parts. First Part will be based on one compulsory question as a Case Study of moderate size without any choice of 9 marks, and the second part will be based on short notes of 9 marks in the format of attempting any two (i.e., 4.5 marks each) out of four covering all units.

For Example:

Q5

PART ONE

Case Study of Moderate Length

(9 Marks)

PART TWO

Write Short Notes on any two of the following: (2X4.5=9 Marks)

- (a)
- (b)
- (c)
- (d)

5. Continuous Assessment Guidelines: Total Marks Allotted for Continuous Assessment are 40.

- a) 5 Marks for Tutorial Attendance as Per University Rules.
- b) 35 Marks for Activities Covering:

- Literature Review
- Book Review
- Movie Review
- Project Activity (Group)
- Research Cum Presentation
- Creative Writing/Paper Writing
- Group Discussion
- Problem Solving Exercises
- Any Creative Production (May Be Done in A Group)
- Innovative Project
- Any Other Scholastic Work Related to the Application of Conceptual Understanding of the Subject like Case Study

6. Internal Assessment Guidelines: Total Marks for Continuous Assessment are 30.

- (a) 6 Marks for Attendance as Per University Rules.
- (b) 12 Marks for Class Tests Only.
- (c) 12 Marks for Assignment/Project/Activities/Class Participation/Presentations based on any topic covered under the syllabus of HRM.

All the faculty members participated actively in the deliberation and appreciated the timely initiative of Prof. Ajay Kumar Singh, the HOD, Department of Commerce and expressed sincere thanks to Prof. Amit Kumar Singh, Coordinator and Professor, Commerce Department, University of Delhi, for the interest shown by him in executing this meeting and especially thank to Dr. Svati Kumari and Dr. Purushottam Kumar Arya, Representatives, Assistant Professor, Commerce Department, University of Delhi, for their throughout the deliberation in the meeting.

The meeting ended with a vote of thanks to the Principal of the College Prof. Masroor Ahmad Beg, Convener of the meeting Prof. Rajanikant Verma, Representative from Department of Commerce Dr. Svati Kumari and Dr. Purushottam Kumar Arya and Coordinator Department of Commerce Prof. Amit Kumar Singh.



Prof. Rajanikant Verma

(Convenor of the Meeting)

**Professor, Commerce Department
Zakir Husain Delhi College (Evening)
University of Delhi**



Dr. Svati Kumari

(Representative)

**Assistant Professor
Department of Commerce, DSE
University of Delhi**