

EC-O-3.8 HUMAN RESOURCE MANAGEMENT (HRM)**(OPEN ELECTIVE PAPER)****OBJECTIVES:**

1. To familiarize the students about basic concepts of HRM, Leadership and capacity building.
2. To enable the students to understand thoroughly the gender issues in leadership obstacles in Capacity building.

MODULE- I: HUMAN RESOURCE DEVELOPMENT AND PLANNING

Concept of HRM – Meaning - Objectives - Scope and its Importance; Functions of HRM; Planning - Recruitment and Selection - Training and Development – Compensation – Welfare and industrial functions. Human Resource Planning (HRP) Definition – Need and Process of HRP – Responsibility for HRP – Job – Analysis and its Components.

MODULE-II: PERFORMANCE APPRAISAL

Performance Appraisal: Need and Significance – Creativity and its Role in Management – Setting Employees Performance, Objectives and Goals; Creating Organizational Conditions for Improving Employees Performance, Building Positive Attitude – Time Management and Stress Management.

MODULE-III: LEADERSHIP

Concept of Leadership, Meaning, Scope and identification of leader, Functions – Characteristics – Status – Communication Skills of the Leader – Gender Issues in Leadership.

MODULE-IV: CAPACITY BUILDING

Scope and definition – Self-contribution – organizing – Empowerment – As a leader contributing – Organizing – Empowering – Facing the challenges – Dimensions of Participation – Tools for Promoting Participation – Obstacles in Capacity Building.

MODULE-V: INSTITUTIONS AND TRAINING

Training (TOT : Training of Trainers) – Gram Panchayat as Institution of Capacity Building and Leadership of Rural Women. Grass root Training Through Media and TV and Satellite Technology – Training for Women folk.

SUGGESTED READINGS

1. Aswathappa, K (2000): Human Resource and Personal Management, Tata Mc Graw Hill, New Delhi.
2. Holloway, J (2000): Performance Measurement and Evaluation, Sage, New Delhi.
3. Jim Mathewinan (2000): Human Resource Planning, Jaico Publish House, Bangalore.
4. Palanithurai (2002): Capacity Building for local body leaders (New Concept).
5. Purushothaman, S. (1998): The Empowerment of women in India Grass roots women's network and the state, Sage Publications, New Delhi.
6. Rajani K. Murthy (Ed.) 2001: Building Women's Capacities –Interventions in Gender Transformation, Sage Publications, New Delhi.
7. Stephen. F. (1985): Participatory Training as a strategy to bring about social transformation SEARCH, Bangalore, India.
8. Udai Pareek & TV Rao (1999) : Developing Motivation through Experiencing, Oxford, New Delhi
9. Wayne, F. Cascio (2000): Management of Human Resources, Irwin.

EC-O- 4.8: DEMOGRAPHY**(OPEN ELECTIVE COURSE)****Objectives:**

1. To enable the students to understand various demographic theories
2. To know the composition and dynamics of population across the world.

Module 1: Meaning and Importance

Nature and Scope of Demography-Basic Concepts in Demography; Population Theories- Pre-Malthusian, Malthusian and Post- Malthusian Theories; Theory of optimum Population; Theory of Demographic Transition.

Module 2: Vital Rates

Fertility, Nuptiality and Mortality -Factors Accounting for Changes in fertility and Mortality in the developed (DCs) Countries and Less Developed (LDCs) Countries; Infant Mortality- Characteristics of Infant Mortality Factors Affecting, Foetal and Infant Mortality.

Module 3: Related Issues

Migration and Urbanization – Basic Concepts, Importance of Migration in the Study of Population; Types of Migration – Levels, Trends and Differentials in the DCs and LDCs

Module 4: Urbanization

Effect of In-migration and Out-migration on the Growth of Population- Factors Affecting Migration-Theories Concerning Internal Migration-Urbanization, Todaro Model: Distribution and Growth of Urban and Rural Population in DCs and LDs; Levels and Trends of Urbanization in DCs and LDCs and Particularly in India.

Module 5: Population Policy

Population Policies and their Impact on Fertility in DCs and LDCs; Nature, Scope and Need for Population Education; Demographic Trends in India; Population of India from 1971 to 2001 Censuses; and Family Welfare Programmes in India; The New Population Policy of India.

Reading List

- 1.Kammeyar Kenneth (ed) (1975): Population Studies, Rand McNally, Chicago
- 2.UNO (1975): The Determinants and Consequences of Population Trends, UNO Publications New York.
- 3.Government of India: Population Census Reports since 1951.
- 4.Ashish Bose: Pattern of Population Change in India, Vikas Publishing House, New Delhi.
- 5.Ashish Bose, P.B. Desai, A Mitra and T.N. Sharma : Population in India's Development, Vikas Publishing House, New Delhi.
- 6.Aggarwal, S.N.: India's Population Problems, Tata McGraw Hill, Bombay.
- 7.Choubey, P. K. (2000): Population Policy in India, Kanishka Publication New Delhi.

EC-S-1.5: ECONOMICS OF HUMAN DEVELOPMENT**OBJECTIVES:**

1. To study global perspective of viewing development as expansion of people's capabilities, capacities and choices.
2. To study the implications of human development at national and international levels.
3. To make the students aware of the gender dimensions of human development and to understand the progress of human development in India.

MODULE- I: CONCEPTS OF HUMAN DEVELOPMENT

Meaning and Definition of Development; Growth with Equity and Social Justice; Human Development – Concept, Measurement and Indicators of Human Development (PQLI, HDI, HPI, GDI, HRI, SCI and GEM); Millennium Development Goals.

MODULE- II: economics of education and Health

Education and Economic Development; Demand for Education–Private Demand and Social Demand; Determinants of Demand; Cost and Benefits of Education - Expenditure on Education: Magnitude, Trends and Impact; Financing of Education; Education Policy in India. Concept, Determinants and Indicators of Health; Demand and Supply of Healthcare; Financing of Healthcare; Expenditure on Health-Health Status in India-Health Policy in India.

MODULE-III: gender issues IN HUMAN development

Demographic Profile – Composition and Age-structure; Reproductive Health: Concept, Measurement and Management - Concept and Contribution of Women's Work - Gender Dimensions of Employment and Unemployment - Feminization of Aging and Poverty.

MODULE-IV: Factors Affecting Human Development

Empowerment, Equalities, Gender Equity, Sustainability, Security, Productivity And Participation; Environment; Displacement; Workers And Informal Sector; Role of Freedom in Promoting Human Development; Impacts Of Globalization; Human Security and Conflict.

MODULE-V: Policies and strategies for Human Development

Multi-Dimensionality of Poverty and Strategies for Poverty Alleviation; Concept of Inclusive Growth; Role of Civil Society; NGOs and People's Organizations; Obstacles to Inclusive Growth; Policies for Disempowered Groups. Trends and Regional Patterns of HDI, Social Security Measures – Concept, Different Levels and Schemes; Analysis of 'Safety Net' Programmes in India; Review of Present Status of Human Development Index of India.

SUGGESTED READINGS:

1. Chelliah Raja and R. Sudarshan (ed) (1999) : *Income Poverty and Beyond: Human Development in India*, UNDP, New Delhi.
2. Comim F, M Qizilbash and S. Alkire (ed) (2007): *The Capability Approach: Concepts, Measures and Applications*, Cambridge University Press.
3. Dev S.Mahendra and others (eds) (2001) : *Social and Economic Security in India*, Institute for Human Development, New Delhi.
4. Fukuda-Parr S and others (eds.) (2003):*Readings in Human Development: Concepts, Measures and Policies for a Development Paradigm*, OUP, New Delhi.
5. Human Development Report of India (2001): OUP, New Delhi.
6. Meir G.M. and Stiglitz J.E. (eds) (2001) :*Frontiers of Development Economics*, OUP, New Delhi.
7. Sen Amartya and Jean Dreze (eds), (1998): *India: Economic Development and Social Opportunity*, OUP, New Delhi.
8. Sen Amartya (1999): *Development as Freedom*, OUP, New Delhi.

EC-S-1.7: AGRICULTURAL ECONOMICS**OBJECTIVES:**

- 1) A detailed treatment of issues in agricultural economics
- 2) To familiarize students with policy issues those are relevant to Indian agricultural
- 3) To analyze the issues, using basic micro-economic concepts.

MODULE-I: AGRICULTURE AND ECONOMIC DEVELOPMENT

Nature And Scope Of Agricultural And Rural Economics; Traditional Agriculture and Its Modernization; Role Of Agriculture in Economic Development; Interdependence Between Agriculture and Industry - Some Empirical Evidence; Models Of Interaction Between Agriculture and the Rest Of the Economy; Agricultural Development, Poverty and Environment.

MODULE-II: AGRICULTURAL PRODUCTION AND PRODUCTIVITY

Agricultural Production - Resource Use And Efficiency; Production Function Analyses in Agriculture; Factor Combination And Resource Substitution; Cost And Supply Curves; Size Of Farm And Laws Of Returns; Theoretical And Empirical Findings; Supply Response Of Individual Crops And Aggregate Supply; Resource Use Efficiency In Traditional Agriculture; Technical Change, Labour Absorption And Gender Issues In Agricultural Services.

MODULE-III: AGRICULTURAL MARKETING AND FARM MANAGEMENT

Concept; Structure; Importance; Defects Of Agricultural Markets In India; Functions Of Agricultural Marketing And Packaging In India; Transportation, Grading And Standardization, Storage And Warehousing, Role Of Government In Promoting Agricultural Marketing In India; Promotion Of Regulated Markets (APMCs) – Importance, Functions, Problems And Remedial Measures; Meaning, Importance, Tools And Principles Of Farm Management; Farm Accounting, Farm Budgeting And Cost Concepts.

MODULE-IV: LAND REFORMS AND PRICE POLICY

Principles Of Land Utilization; Land Distribution -Structure And Trends; Land Values And Rent; Land Tenures And Farming Systems - Peasant, Capitalist, Collective And State Farming; Tenancy And Crop Sharing-Forms, Incidence And Effects; Land Reform Measures And Performance; Women And Land Reforms; Problems Of Marginal And Small Farmers; Instability In Agricultural Prices – Causes, Effects And Fluctuations; Need For Stabilization In Agriculture Prices, Cob-Web Model; Agriculture Price Policy.

MODULE-V: AGRICULTURAL GROWTH IN INDIA

Recent Trends In Agricultural Growth In India; Inter-Regional Variations In Growth Of Output And Productivity; Cropping Pattern Shifts; Supply Of Inputs - Irrigation, Power, Seed And Fertilizers; Pricing Of Inputs And Role Of Subsidies; Distribution Of Gains From Technological Change; Role Of Public Investment And Capital Formation In Indian Agriculture; Strategy Of Agricultural Development And Technological Progress; Sustainable Agriculture-Indigenous Practices; Bio-Technological Practices And Growth Potential.

SUGGESTED READINGS

1. Bhaduri, A. (1984), The Economic Structure of Backward Agriculture, Macmillan, Delhi.
2. Bilgrami, S.A.R. (1996), Agricultural Economics, Himalaya Publishing House, Delhi.
3. Dantwala, M.L. et.al (1991), Indian Agricultural Development Since Independence, Oxford & IBH, New Delhi.
4. Ghatak, S. and K. Ingerscent (1984), Agriculture and Economic Development, Selectbooks, New Delhi.
5. Government of India (1976), Report of the National Commission on Agriculture, New Delhi.
6. Government of India, Economic Survey (Annual), New Delhi.
7. Gulati, A. and T. Kelly (1999), Trade Liberalisation and Indian Agriculture, Ox. University Press, New Delhi.
8. Joshi, P.C. (1975), Land Reforms in India: Trends and Prospects, Allied Publishers, Bombay.
9. Kahlon, A.S. and Tyagi D.S. (1983), Agriculture Price Policy in India, Allied Publishers, New Delhi.
10. Memoria C.B., Agricultural Economics, Himalaya Publishing House, Bombay.

EC-S-2.5: RURAL DEVELOPMENT**OBJECTIVES:**

1. To study the basics of rural development such as characteristics, problems, theories and programmes of rural development.
2. To enable the students to take active participation in main stream development process in rural areas with adequate information and skills development.

MODULE-I: NATURE OF RURAL DEVELOPMENT

Meaning and Objectives of Rural Development; Indicators of Rural Development; Characteristics of Rural Economy-Social, Political and Economic Characteristics; Sustainable Rural Development.

MODULE-II: THEORIES AND APPROACHES TO RURAL DEVELOPMENT

Unbalanced Growth Theory; Growth Pole Theory; Dualistic Models of Development; approaches to Rural Development in India; Community Development Approach, Target Area Approach, Target Group Approach, Minimum Needs Approach, Integrated Rural Development Approach; Institutional Approach- Land Reforms and Rural Development in India; Participatory approaches.

MODULE -III: RURAL POVERTY AND UNEMPLOYMENT

Rural Poverty and Unemployment - Concept and Measurement; Income and Non- income Indicators; Extent; Regional disparity; causes; Rural Unemployment- Concepts, Types and Extent; Regional Disparity; Causes; Review of Poverty Alleviation and Employment Generation Programmes in India.

MODULE-IV: DIVERSIFICATION, INDUSTRIALIZATION AND RURAL DEVELOPMENT

Farm and Non-Farm Interdependence; Diversification of Agriculture- Livestock and dairying; fishery; Forestry; Non-farm Employment in India; Trends, Size and Determinants. Rural Industrialization in India; Agriculture and Industry Linkages; Development and Problems of Small Scale and cottage Industries; Strategies for Rural Industrialization; Development of Rural Entrepreneurship.

MODULE -V: RURAL INFRASTRUCTURE

Meaning and Development of Rural Infrastructure; Problems of Accessibility and Utilization of Rural Infrastructure; PRIs and Rural Infrastructure.

SUGGESTED READINGS

1. Chadha GK and AN Sharma (Ed) (1997): Growth, Employment and Poverty: Change and Continuity in Rural India, DK Publishers, New Delhi.
2. Dandekar (1996): the Indian Economy 1947-1992 Vol. I: Population, Poverty and Employment Sage, New Delhi.
3. Dandekar, V.M. and N. Rath (1971): Poverty in India, GIPE, Pune.
4. Dantwala, M.L. (1973): Poverty in India: then and Now, 1870-1970, Macmillan, Bombay.
5. Jain, Gopal Lal (1997): Rural Development, Mangal Deep Publications, Jaipur.
6. Katarsingh (1986): Rural Development: Polices, Principles and Management, Sage, New Delhi, (Second Edition).
7. Maheshwari, S.R. and (1985): Rural Development in India, Sage, New Delhi.
8. Misra (Ed): Regional Planning: Concept, Techniques, Policies and Case Studies.
9. Satya Sundaram, I. (1997): Rural Development, Himalaya Publishing House, Delhi.
10. Sundharam, R.M. (1987): Growth and Income Distribution in India: Policy and Performance Since Independence, Sage.
11. Tyagi, B.P. (1998): Agricultural Economics and Rural Development, Jai Prakash Math and Co., Meerut.

EC-S-3.4: ECONOMICS OF GENDER AND DEVELOPMENT

Module-1: Introduction to Gender Studies

Basic Concepts - Difference between Gender and Sex - Concept of Gender Economics - Gender Concerns in Economic Theory - Sen's Contribution - Gender Division of Work - Invisibility of Women's Work - Gender Mainstreaming - Gender Statistics and System of Sources of Data on the Population - Gender Inequality Factors - Development Factors - Discrimination and Behavioural Factors - Gender Gap in Access to Resources and Control Over Economic Resources.

Module - 2: Economic Growth and Gender Equality

Globalization of the World Economy and Gender Status - Impact of Economic Growth on Gender Equality - Gender Equality and Economic Growth and Socio-Economic Development. Impact of Globalization on Gender Status - Concept of the "Feminization of Poverty" - Basic Causes - Problems of Measuring the Feminization of Poverty - Gender Differences in Incomes - Women's Contribution to GDP - Estimation of Women's Unpaid Work.

Module - 3: Gender Equity in Household Economics

Distribution of Resources and Decision-Making Mechanisms Within the Household - Theoretical Concepts - Work in the Labour Market - Work in the Household - Model of Investment in Human Capital - Marital and Age-Dependent Models of Female and Male Employment - Meaning of Gender Equity and Equality - Gender Equity Index - Gender Inequality Index of UNDP - Gender Status Index - Gender in Human Development - Gender Development Index - Gender Empowerment Measure - Gender in Social Development Indicators - the OECD Social Institutions and Gender Index (SIGI).

Module - 4: Gender Analysis Frameworks and Gender Budgets

Gender Analysis: Harvard Analytical Framework/Gender Roles Framework - Gender Planning Framework: (Caroline Moser) - Gender Analysis Matrix (Rani Parker) - Women Empowerment Framework (Sara Hlufekile Longwe) - Social Relations Framework: (Naila Kabeer) - Integrated Gender Analysis - Gender Budgeting - Methodology of Gender Budget Preparation - Approaches and Principles of Gender Budgeting - Gender Budgeting in India and Karnataka.

MODULE-5 : GENDER DEVELOPMENT AND MAINSTREAMING INITIATIVES

Review of Gender Development and Empowerment Policies - Gender Inclusive Planning - Gender Sensitization of institutions and policies - Mainstreaming Gender into Development Policies - Role of Institutions in Gender Mainstreaming - Rights Based Approach to Gender Development - Democratic Decentralization (Panchayats) and Women's Empowerment in India.

References and Readings: [Please refer to the Latest Editions]

1. Agarwal, B., *Bargaining and Gender Relations: Within and Beyond the Household*, Feminist Economics, Spring, pp. 1-25D.
2. Batliwala, S., *The Empowerment of Women in South Asia: Concepts and Practices*, Sage, New Delhi.
3. Boserup, Ester., *Women's Role in Economic Development*, New York, St Martin's Press.
4. Bowles Gloria and Dueli Klein Kenate, *Theories of Women Studies*, New York.
5. Committee on the Status of Women in India, *Towards Equality: Report of the Committee*.

6. Hunt, J, *Introduction to Gender Analysis Concepts and Steps*, Development Bulletin, no. 64, pp. 100-106.
7. Irene Tinker., *Persistent Inequalities: Women and World Development*, OUP, New York.
8. John, Mary E., *Gender and Development in India*, EPW, 31 (47), pp 3071-77.
9. Kabeer Naila, *Reversed Realities: Gender Hierarchies in Development Thought*, Kali for Women, New Delhi.
10. Klasen S. (2006) *UNDP's Gender-Related Measures: Some Conceptual Problems and Possible Solutions*, Journal of Human Development and Capabilities 7 (2), pp.243-74.
11. March, C., Smyth, I. and Mukhopadhyay, M. ,*Guide to Gender-Analysis Frameworks*. Oxfam, Great Britain.
12. Mark McGillivray (Ed), *Human Well-being: Concept and Measurement*, Palgrave Macmillan: Basingstoke.
13. Moser, A., *Gender Mainstreaming Since Beijing: A Review of Success and Limitations in International Institutions*. Routledge, New York.
14. National Commission on Women in Self Employment (1987) Shramshakti Report.
15. Swapna Mukhopadhyay (ed.) *The Enigma of the Kerala Woman: The Failed Promise of Literacy*, Social Science Press, New Delhi.
16. UNDP, (2006), *Human Development Report, Fighting Climate Change: Human Solidarity in A Divided World*. Palgrave, New York.
17. Vasavi A R and C Kingfisher. (2003) *Poor Women as Economic Agents: the Neoliberal State and Gender in India and the US*, Indian Journal of Gender Studies, 10 (1), 1-24.

SUGGESTED READINGS

1. Agnihotri, S.B. (2000): Sex ratio in Indian Population: A Fresh Exploration, Sage Publications, Delhi.
2. Baud, I.S. A.(1992): Forms of Production and Women's Labour : Gender Aspects of Empowerment in South Asia, Vistaar Publications, New Delhi.
3. Boserup, E (1970): Women's Role in Economic Development, George Allen and Unwin, London.
4. Carr M.C. Martha and R. Jhabvala (Eds) (1997): Speaking Out Women's Economic
5. Desai, N. and M. K. Raj (Eds) (1979): Women and Society in India, Research Centre for women
6. Government of India (1974): Towards Equality Report of the Committee on the Status of Women
7. Krishnaraj, .M.R.M. Sudarshan and A Shariff (1999): Gender, Population and Development,
8. Narasimham, S. (1999): Empowering Women: An Alternative Strategy from Rural India, Sage
9. Papola , T.S. and A.N. Sharma (Eds) (1999): Gender and Employment in India, Vikas Publishing
10. Seth, M. (2000): Women and Development: The Indian Experience, Sage Publications New Delhi.

EC-S-3.5: ENVIRONMENTAL ECONOMICS**OBJECTIVES**

1. To recognize importance of environmental economics and to understand the basic concepts, theories and problems of environment.
2. To highlight the relation between economic growth and environment.

MODULE- 1: BASIC CONCEPTS

An Introduction to Environmental Economics-Importance of the study Environment and Development– Sustainable Development - The Material Balance Principle (Entropy Law) –Environmental Kuznet’s Curve.

MODULE-II: ENVIRONMENT AND POLLUTION

Environment and Pollution – Impact of Population Growth on Environment with reference to Output, Growth and Urbanization – Types of Pollution – Causes and Consequences of different Types of Pollution: Air Pollution – Water Pollution – Noise Pollution – Chemical Pollution and Degradation of Land and Habitable.

MODULE-III: THE THEORY OF EXTERNALITY AND PUBLIC GOODS

Concepts, Pollution and Externalities – Types of Externalities – Divergence between Social Cost and Private Cost – Market Failure and its critique – Pigouvian vs Coasian Solution – Detrimental Externality and non-convexities in the production Set – Property Rights – Collective Action – Environmental Costs of Economic Growth – Approaches to Pollution Control – Market Based Incentive approach: Taxation – Subsidies.

MODULE-IV: TECHNIQUES OF EVALUATION

Market and Non-Market Valuation – Physical Linkage Methods – Abatement Cost Methods – Behavior Linkage Methods – Revealed and stated Preference – Social Cost Benefit Analysis –Environmental Impact and Assessment.

MODULE-V: ENVIRONMENTAL POLICY AND ISSUES

Global Summits; Issues in International Trade and Environment; Climate Change; Extent and Impact; Adjustment and Mitigation; Global Environmental Facilities; Loss of Bio-diversity; Environmental Regulation System in India: Design, Monitoring and Enforcement; Environmental Protection Act, 1986 and its provisions.

READING LIST:

1. Arrow K.J. and Scitovsky T. (1969): Readings in Welfare Economics, Richard Irwin Inc.,
2. Barry C. Field (2002): Environmental Economics - An Introduction, the McGraw Hill Companies, Inc. New York.
3. Carg M.R. Bansil V.K and Tiwana N.S. (1995) Environmental Pollution and Protection, Deep and Deep Publishers, New Delhi.
4. Coase R.H. (1962) “The Problem of Social Cost” in Breit W and Hochman (eds) Readings in Microeconomics, Rinehart and Winston, Inc.
5. Kolstad Charles, Environmental Economics, OUP, New Delhi.
6. Mahajan V.S. (1994) Environment Protection: Challenges and Issues – Deep and Deep Publishers, New Delhi.
7. Rabindra N. Bhattacharva (2001) Environmental Economics, OUP, New Delhi.
8. Shankar U. (ed), (1979) Environmental Economics (Readers in Economics) OUP.
9. Shankaran S. (1994) Environmental Economics, Margam Publications, Madras.
10. World Bank (1992) World Development Report: Development and Environment, Washington D.C.

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1. Arrow K.J. and Scitovsky T. (1969): Readings in Welfare Economics, Richard Irwin Inc.,
2. Barry C. Field (2002): Environmental Economics - An Introduction, the McGraw Hill Companies, Inc. New York.
3. Carg M.R. Bansil V.K and Tiwana N.S. (1995) Environmental Pollution and Protection, Deep and Deep Publishers, New Delhi.
4. Coase R.H. (1962) “The Problem of Social Cost” in Breit W and Hochman (eds) Readings in Microeconomics, Rinehart and Winston, Inc.
5. Kolstad Charles, Environmental Economics, OUP, New Delhi.
6. Mahajan V.S. (1994) Environment Protection: Challenges and Issues – Deep and Deep Publishers, New Delhi.
7. Rabindra N. Bhattacharva (2001) Environmental Economics, OUP, New Delhi.
8. Shankar U. (ed), (1979) Environmental Economics (Readers in Economics) OUP.
9. Shankaran S. (1994) Environmental Economics, Margam Publications, Madras.
10. World Bank (1992) World Development Report: Development and Environment, Washington D.C.