

Course Title: Population, Migration and Remittance

Course No.: RDS 581

Nature of the Course: Theory

Period per Week: 3

Year: Second

Time per Period: 1 hour

Semester: Third

Total Period: 48

Level: MA

Course Objectives

The objective of this course is to enhance knowledge of students on population and its interrelationship with migration and remittance. The topics are as follows:

Course Contents

LH

Unit I: Fertility, Mortality and Development

15

1.1 Population as a development issue

1.2 Fertility, culture and development

1.3 Mortality, disease and development

Unit II: Migration and Development

10

2.1 Conceptualizing migration

2.2 Relevant theories of migration

2.3 Migration and development linkage

2.4 World migration report 2018

Unit III: Migration and Remittances

15

4.1 Remittances and conceptual Issues

4.2 Determinants of migrant remittances

4.3 Role of remittances in rural development

4.4 Trends in migration and remittances

Unit IV: Migration and Remittances Interrelationship in Nepalese Context

8

3.1 Migration trends and patterns in Nepal

3.2 Labour migration and remittances in Nepal

3.3 Remittances trends in Nepal

References

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Ellis, Frank (2003). A livelihoods approach to migration and poverty reduction, Paper Commissioned by the Department for International Development (DFID), Contract No.: CNTR 03 4890. The United Kingdom: University of East Anglia.

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- Todaro, Michael P. (1997). *Internal migration in developing countries: A review of theory, evidence, methodology and research priorities*. Geneva: International Labour Organization.
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Course Title: Human Resources Management (HRM)

Course No.: MRD 582

Nature of the Course: Theory

Period per Week: 3

Year: Second

Time per Period: 1 hour

Semester: Fourth

Total Period: 48

Level: MA

Course Objective

The objective of the course is to teach the basic concept of human resource management, its practices, development and management. The course will introduce the students to practices and techniques for evaluating performance, structuring teams, coaching and mentoring staffs, and performing the wide range of other people related duties of a manager in today's increasingly complex workplace.

Course Contents

LH

Unit I: Conceptual Understanding of HRM

10

1.1 The philosophy of HRM (with international perspective)

- 1.2 Purpose of HRM
- 1.3 HRM as system/model
- 1.4 Context of HRM
- 1.5 Characteristics of HRM
- 1.6 Function of HRM
- 1.7 Difference between HRM and personnel management
- 1.8 Impact of HR practice on performance
- 1.9 Roles and responsibilities of HR practitioners
- 1.10 Critical evaluation of the concept of HRM

Unit II: Human Resources Planning and Development **15**

- 2.1 Human Resources Planning: Importance, Approaches and Process.
- 2.2 Job Design: Steps, benefits and methods.
- 2.3 Job Analysis: Components, purposes, techniques
- 2.4 Job Analysis: Information and data collection methods
- 2.5 Recruitment: Sources, policies, steps and methods
- 2.6 Selection: Steps and methods
- 2.7 Differences between Recruitment and Selection
- 2.8 Socialization: Purpose and process
- 2.9 Training and career development: Purpose, need assessment, and method.
- 2.10 Factors affecting human resource development

Unit III: Human Resource Management **15**

- 3.1 Motivation: Objectives and types
- 3.2 Performance appraisal: Importance and process
- 3.3 Compensation Management: Types of compensation, incentive and its purpose
- 3.4 Employee Discipline: Disciplinary problems and actions
- 3.5 Employee Relations: Purpose and process, Employee Disputes: types, causes, prevention and settlement
- 3.6 Employee Welfare: Objectives and types

Unit IV: Human Resource Management Practices in Nepal **8**

- 4.1 Training and development practices in Nepal
- 4.2 Existing problems related to training in Civil Service in Nepal
- 4.3 Career planning and development practices in Nepalese Civil Service
- 4.4 Bases/Criteria of career development in Nepal as per Public Service Act 1992, 1998, 2005

4.5 Performance appraisal system in the Nepalese Civil Service

References

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- Martin, J. (2010). Key concepts in human resource management. New Delhi: Sage.
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Elective Subjects (Choose only one)

Course Title: Natural Resource Management (NRM)-Optional

Course No.: RDS 583

Nature of the Course: Theory

Period per Week: 3

Year: Second

Time per Period: 1 hour

Semester: Fourth

Total Period: 48

Level: MA

Course Objectives

This course is prepared to impart students with the knowhow of environmental and natural resources. Specifically, this course acquaints students with theoretical and practical knowledge of natural resource management techniques and tools while working in the field of development.

Course Contents

LH

Unit I: Concept of Natural Resources Management

8

1.1 Concept Types and Status of Natural Resources

1.2 Environmental problem/crisis

1.3 Natural resource management and rural development

1.4 Different thought of Human-nature interrelationship (Determinism, Possibilism and Interactionalism)

Unit II: Issues of Natural Resource Management **12**

- 2.1 Water Induced Disaster and its Management
- 2.2 Land degradation: Causes and Consequences
- 2.3 Land Resource Use System: Shifting Cultivation, Transhumance and Integrated Farming System
- 2.4 Payment of Environmental Services
- 2.5 Reducing of Emissions from Deforestation and Forest Degradation (REDD)

Unit III: Approaches, Policy and Practices of Natural Resource Management **13**

- 3.1 Water Related Policies in Nepal
- 3.2 Natural Resource Conflict Management
- 3.3 Wetland and watershed Management
- 3.4 Community based Natural Resource Management
- 3.5 Common Pool Resource Management (G. Hardin and Then after)

Unit IV: Techniques and Tools for Natural Resources Management **15**

- 4.1 Identification of key environmental issues and determination of priority order
- 4.2 DPSIR (Drivers-Pressure-State-Impact-Response) Analytical Framework
- 4.3 Environment Impact Assessment (EIA) and Social Impact Analysis (SIA)
- 4.4 Vulnerability Capacity Assessment

References

- Barrow, C J. (2000). Environmental management: Principle and practices. London: Routledge
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- UNEP (1997). Global environmental outlook. United Nations Environmental Programme (UNEP).
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Course Title: Marketing and Entrepreneurship Development (Optional)

Course No.: RDS 584

Nature of the Course: Theory

Period per Week: 3

Year: Second

Time per Period: 1 hour

Semester: Fourth

Total Period: 48

Level: MA

Course Objectives

This course aims to impart student the concept of marketing and entrepreneurship development. It will enhance their skill to analyze the nature, process and strategies associated with marketing and its relationship with entrepreneur.

Course Contents

LH

Unit I: Foundations of Entrepreneurship

15

1.1 Introduction to Entrepreneurship

1.1.1 Entrepreneurship in economic theory

1.1.2 Conception of entrepreneurship

1.1.3 Entrepreneurship, economic development and Institutions

1.1.4 Entrepreneurship as rural economic development policy

1.2 Theories of Entrepreneurship

1.2.1 Early theories of entrepreneurship (Cantillon to Marshall)

1.2.2 Antecedents to the entrepreneurial-discovery approach

1.2.3 Kirzner's theory of entrepreneurial discovery

1.2.4 Characteristics of entrepreneurial alertness

1.2.5 Kirzner's conception of the market process

Unit II: Institutions, Culture and Entrepreneurship

10

2.1 Psychological determinants

2.2 Institutions I: Rule of law, property and contract

2.3 Institutions II: Money, political and legal decentralisation and economic freedom

2.4 Culture and alertness

Unit III: Measuring Entrepreneurship and GEDI

15

2.1 Measuring Basic Entrepreneurship

2.1.1 Self-employment rate

2.1.2 Business ownership rate

2.1.3 Entry and exit rates

2.1.4 GEM and TEAI

2.1.5 Other measures

2.2 Designing Composite Entrepreneurship Indicators

2.2.1 Selecting dimensions and indicators

2.2.2 Estimating composite indicators (Methods I-IV)

2.3 Global Entrepreneurship and Development Index (GEDI)

2.3.1 Global entrepreneurship and development index

2.3.2 Performance by country and country group

2.3.3 Enhancing entrepreneurship ecosystems

2.3.4 Methodology and data description

Unit IV: Entrepreneurship and Business Environment in Nepal

8

4.1 Micro-Enterprise Policies 2008

4.2 Industrial Policies, 2011

4.3 Development of Manufacturing Industries in Nepal

References

Acs, Zoltan, László Szerb & Erkko Autio (2016). *Global Entrepreneurship and Development Index 2015*. Switzerland: Springer

Agrawal, G. R. (2006). *Entrepreneurship development in Nepal*. Kathmandu: MK Publishers

Badi, R.V and NV Badi (2008). *Rural Marketing*. India: Meena Pandey

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Proposed other Subjects (Elective)

- RDS 585 Development Finance (Detail Syllabus yet to finalize)
- RDS 586 Development Practice in Nepal (Detail Syllabus yet to finalize)
- RDS 587 Disaster Management (Detail Syllabus yet to finalize)