

Guidelines for NEP-Based Syllabus w.e.f. 2022-23 for the Paper Titled" Learning and Development in Organisations" of B. Com. (Hons.)

Paper No. BCH DSE: 6.1, Semester-VI

JOINTLY ORGANISED BY

**Department of Commerce, Faculty of Commerce and Business,
Delhi School of Economics, University of Delhi and
Bharati College, University of Delhi**

Date: 7th February, 2025

MINUTES

An online meeting was held on Friday, 7th January, 2025 at 11 AM on Google Meet Platform (Meeting ID <https://meet.google.com/dfx-gfhc-fen>) to prepare the Guidelines for NEP-based Syllabus w.e.f. 2022-23 for the paper titled " Learning and Development in Organisations " of B. Com (Hons.) Paper No. BCH DSE 6.1, Semester VI, jointly organised by Department of Commerce, Delhi School of Economics, University of Delhi and Bharati College, University of Delhi. The meeting was convened by Dr. Poonam, Associate Professor and co-convenor Dr Kalpana Kataria, Associate Professor, Department of Commerce, Bharati College. Dr Anil Kumar Goswami, Associate Professor, Department of Commerce, Faculty of Commerce and Business, Delhi School of Economics, University of Delhi served as representative of the Department of Commerce. The following members were present in the online meeting:

S.No	Name of the Faculty	Department/ Affiliated College
1.	Prof. Saloni Gupta, Principal	Bharati College University Of Delhi
2.	Dr. Anil Kumar Goswami Representative Department of Commerce	Department of Commerce, Faculty of Commerce and Business, Delhi School of Economics, University of Delhi
3.	Dr. Poonam Convener	Bharati College University Of Delhi
4.	Dr. Kalpana Kataria Co- Convener	Bharati College University Of Delhi
5.	Dr NEETU KUSHWAHA	Sri Venkateswara College, University of Delhi
6.	Ms.Neha Rohra	Indraprastha College For Women, University of Delhi
7.	Dr JYOTSNA	Maitreyi college, university of Delhi
8.	Dr LOVELY	Aditi Mahavidyalaya, University of Delhi
9.	Ms.AL HUDA	Satyawati College (M), University of Delhi
10.	Dr. Namita Aggarwal	GARGI COLLEGE, South Campus, University of Delhi
11.	Dr Kamaldeep Kaur Sarna	Shri Ram College of Commerce, University of Delhi
12.	Dr DEEPA SHARMA	Maharaja Agrasen College, University of Delhi
13.	Dr Purshottam	Dr. Bhimrao Ambedkar College, University of Delhi

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

Teaching Related General Guidelines:

1. Total Number of Lectures Assigned: 45

(As per NEP-based University of Delhi Syllabus for B. Com. (Hons.) DSE paper 'Learning and Development in Organisations')

2. Unit-Wise Breakup of 45 Lectures and Other recommendations are as follows:

Unit	Particulars	Topics to be covered	Marks Allocated
I	Introduction	Learning- concept, characteristics, principles, types, learning theories; Classical conditioning, operant conditioning, cognitive, observational and social learning; Learning strategies and constructivist approach to learning, learning in a digital world.	9
II	Individual Learning and Development	Individual development: Meaning and stages; Role of creativity in learning; process and measures of creativity; Personality- concept and determinants, approaches of development of personality, Big 5 models of personality and type A and type B model of personality; Intelligence – concept, measurement of intelligence; emotional intelligence and its relevance in learning and development of an individual.	27
III	Developing Learning Environment	Overview of learning methodologies- logic and process of learning; Principles of learning, learning process, learning curve, learning management system(concept, features and importance); Criteria for method selection; skills of an effective trainer; Computer aided instructions- distance learning, e-learning; technologies convergence and multimedia environment.	27
IV	Development Methodologies	Development techniques for enhancing decision-making and interpersonal skills, case-study, in-basket exercise, special projects, action learning, syndicate work, games, action maze, role play, experience learning, discovery learning, brainstorming, position rotation, team building, and sensitivity training.	18
V	Guidance and Counselling	Guidance: meaning, needs, principles, types, importance; counselling; meaning, nature objectives and importance, techniques of counselling; directive, nondirective, eclectic, ethics in counselling, effect of guidance and counselling on individual learning and development.	9
	Total		90

Practical Exercises:

The learners are required to:

1. Analyse and interpret case study of any organisations learning strategies.
2. Participate in simulation exercises in the classroom to conduct a learning assessment of oneself thereby preparing a questionnaire on learning and development of an individual.
3. Develop a learning and development module on the basis of selected strategies in the previous United States exercise.
4. To compare different learning requirements of individuals in the organisations as per their individual learning abilities.
5. To restructure the strategies after assessing the learning and development report.

Examination/Assessment Related General Guidelines Total Marks: 160

Theory Examination : 90 Marks

Duration of Exam: 3 Hrs.

Internal Assessment : 70 Marks

(Class test, Assignment, Attendance)

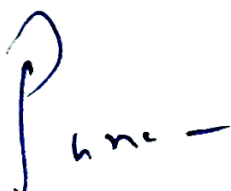
Theory Examination Related General Guidelines:

1. Total number of questions will be five.
2. Question Number 1 will be direct question.
3. Mixed Approach will be used for Question Number 2 and 3.
4. Question Number 4 will be having two parts.
 - (a) First Part will be based on one caselet
 - (b) question will be application based
5. Question Number 5 will be Short Note based on Unit-5 only.

Unit	Lectures	Marks allocated	Questions
I	7	9	0.5
II	11	27	1.5
III	11	27	1.5
IV	11	18	1.0
V	5	9	0.5
Total	45	90	5

Faculty members participated actively and gave their valuable inputs and appreciated the timely initiative of Sr. Prof. Ajay Kr. Singh, HOD, Department of Commerce. All participants expressed their sincere thanks to Dr Poonam, Convener and Dr. Kalpana Kataria, Co-convenor, Department of Commerce, University of Delhi for the initiative taken by them in organizing and executing this meeting. Faculty members expressed a special thanks to Dr. Anil Kumar Goswami, Representative, Department of Commerce, Delhi School of Economics, University of Delhi for his expertise and in contributing his invaluable inputs.

The meeting came to an end with a vote of thanks by Convener of the meeting, Dr Poonam, Associate Professor, Department of Commerce, Bharati College to the Principal of the College, Prof. Saloni Gupta.



Dr. Poonam
(Convenor of the meeting)
Associate Professor
Department of Commerce,
Bharati College
Delhi University



Dr. Anil Kumar Goswami
(Representative)
Associate Professor
Department of Commerce,
Faculty of Commerce and Business,
Delhi School of Economics,
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Dr. Kalpana Kataria
(Co-convenor of the meeting)
Associate Professor
Department of Commerce
Bharati College