

Bachelors in Arts with With Community Science
Category-V

**DISCIPLINE SPECIFIC ELECTIVE COURSE – DSE-RMDA 8-HSC:
CAPACITY BUILDING FOR SUTAINABLE DEVELOPMENT**

CREDIT DISTRIBUTION, ELIGIBILITY, PRE-REQUISITES OF THE COURSE

Course Title & Code	Credits	Credit distribution of the course			Eligibility Criteria	Prerequisite of the course
		Lecture	Tutorial	Practical		
Capacity Building For Sustainable Development	4	3	0	1	XII Pass	Appeared in Introduction to Resource Management

Learning Objectives

- To impart an understanding of conceptual framework, scope and importance of capacity building and organizational capacity development.
- To build proficiency in designing and implementing capacity building initiatives for sustainable development.

Learning Outcomes

The students would be able to:

- Develop an understanding of the concepts related to capacity building and its role in sustainable development.
- Acquire skills to design, develop and implement capacity building initiatives for sustainable development.
- Critically analyze interventional strategies of organizational capacity development

THEORY
(Credits 3; Hours 45)

Unit I: Conceptual framework and Organizational learning **6 Hours**

This unit introduces the students to the concepts of capacity building for sustainable development, its evolution, elements, process and approaches.

- Capacity Development- Concept, evolution and process
- Organizational Capacity Development- Approaches and elements

Unit II: Interventional Strategies for sustainable development **15 Hours**

This unit focuses on contemporary professional practices in capacity building including training need assessment, methodologies, developing ICT material and evaluation.

- Training Need Assessment (TNA)
- Training methodologies
- ICT for sustainable development
- Training Evaluation

Unit III: Institutionalizing capacity building programmes

12 Hours

This unit highlights the approaches adopted by National level capacity building programmes.

- Approaches to land to lab and lab to land transfer
- Sustainability planning and mainstreaming into policy.

Unit IV: Monitoring and evaluation of and Sustainability of Capacity Building Initiatives

12 Hours

This unit explores the frameworks for monitoring, evaluating, and sustaining capacity-building programmes for long-term impact and policy integration.

- Monitoring and Evaluation (M&E) frameworks
- Indicators of capacity development success
- Impact assessment and reporting

PRACTICAL (Credit-1; Hours 30)

1. Critical analysis of capacity building programmes through Case Studies and live projects.
2. Training Need Assessment (TNA)
3. Training Methodologies
4. ICT Material for Sustainable Development
5. Training Evaluation
6. Design and development of capacity building programmes
7. Implementation of capacity building programmes

Essential Readings

UNIT I

This unit introduces the students to the concepts of capacity building for sustainable development, its evolution, elements, process and approaches

- **Bamberger, M., & Chevalier, J. (2010).** *The Capacity Building Handbook: A Guide for Practitioners in Sustainable Development.* GIZ
- **Kapucu, N., & Demiroz, F. (2017).** *Collaborative Administrative Systems: Capacity Building for Sustainable Resilience.* Routledge.
- **Kesavan, P. (2020).** *Enablers of Organisational Learning, Knowledge Management, and Innovation: Principles, Process, and Practice of Qualitative Data.* Springer Singapore.
- **Kazanskaia, A. N. (2025).** *Building a Learning Organization.* NEYA Global Publishing.
- **Saputra, N., et al. (2024).** *Capacity building for organizational performance: systematic review and conceptual framework.* **Cogent Social Sciences, 10(1)**

UNIT II:

This unit focuses on contemporary professional practices in capacity building including training need assessment, methodologies, developing ICT material and evaluation.

- **Bhattacharyya, D. K. (2023).** *Training and Development: Theories and Applications* (2nd ed.). Wiley India.
- **Hamdan, R. K., Hamdan, A., Alareeni, B., & El Khoury, R. (Eds.). (2024).**

Information and Communication Technology in Technical and Vocational Education and Training for Sustainable and Equal Opportunity. Springer Singapore

- **Kirkpatrick, D. L., & Kirkpatrick, J. D. (2019).** *Kirkpatrick's Four Levels of Training Evaluation* (5th ed.). ATD Press.
- **Rothwell, W. J., & Kazanas, H. C. (2021).** *Performance Improvement and Training Needs Assessment* (3rd ed.). ATD Press.
- **Tuba, M., Akashe, S., & Joshi, A. (Eds.). (2025).** *ICT Systems and Sustainability: Proceedings of ICT4SD 2024*. Springer Singapore.

UNIT III

This unit highlights the approaches adopted by National level capacity building programmes.

- **Agarwal, S. K., & Mishra, R. (2021).** *Capacity Building for Sustainable Development: Concepts, Approaches and Experiences*. Sage India.
- **Bhatt, K. P. (2023).** *Environmental Policy, Governance and Sustainable Development in India*. Routledge India.
- **Dhar, U., Dhar, S., & Jain, N. (Eds.). (2021).** *Good practices and capacity building for sustainable development goals*. Bloomsbury India
- **Reddy, D. N., Reddy, O. S., Reddy, Y. J., & Reddy, K. V. (2020).** *Sustainable Development and Policy Planning*. Himalaya Publishing House
- **Williams, T., & Goodwin, T. (2015).** *Capacity Development for Organizational Learning*. Routledge.

UNIT IV

This unit explores the frameworks for monitoring, evaluating, and sustaining capacity-building programmes for long-term impact and policy integration.

- **Agarwal, S., & Mishra, R. (2021).** *Capacity Building for Sustainable Development: Concepts, Approaches and Experiences*. Sage India
- **Bhatt, K. P. (2023).** *Environmental Policy, Governance and Sustainable Development in India*. Routledge India.
- **Swanson, R. A., & Holton, E. F. (2001).** *Foundations of Human Resource Development*. Berrett-Koehler Publishers.
- **Horton, D., & Mackay, R. (2003).** *Developing Effective Capacity Building Programs*. Oxford University Press.
- **Rani, R. (2021).** *Monitoring and Evaluation of Development Programmes in India*. Sage India..
- **Reddy, D. N., Reddy, O. S., Reddy, Y. J., & Reddy, K. V. (2020).** *Sustainable development and policy planning*. Himalaya Publishing House.

Suggested Readings

- **Blumenthal, B. (2003).** *Investing in Capacity Building: A Guide to High-Impact Approaches*. Routledge.
- **James, V. U. (2018).** *Capacity Building for Sustainable Development*. CAB International.
- **Kenny, S., Clarke, M. (Eds.) (2010).** *Challenging Capacity Building: Comparative Perspectives*. Palgrave Macmillan UK.
- **Bemmerlein-Lux, F., & Bank, P. (2011).** *Lessons Learnt & Tools Applied: A Working Book on Capacity Building Approaches in India*. GIZ.