

Name of the Subject: HUMAN RESOURCE DEVELOPMENT
Course Code and Subject Code: HS 433, HRD
Course Credit: FULL (50 SESSIONS OF 60 MINUTES EACH)

Course Description:

To help students understand the concept of Human Resource development and understand the ethical dilemmas in HRD. The students would be able to appreciate the importance and applications of Human Resource developments activities by learning various training, learning and development, and also the peoples processing models.

Evaluation Scheme:

Class participation and Attendance 10%
 Quizzes, presentation and Assignments 20%
 Mid Term Examination 30%
 End Term (University) Examination 40%

Pedagogy:

- Lectures
- Case Study
- Minor Projects

Sessions	Course Content	Percentile Weightage
1 - 12	<p>Introduction to HRD :</p> <p>The evolution of HRD, The relationship between HRD and HRM, HRD functions, challenges to organizations and to HRD professionals</p> <p>Influence of employee Behavior :</p> <p>Models of employer behavior, external influences on employee behavior, Motivation.</p> <p>Learning and HRD:</p> <p>Learning and Instructions, Maximizing learning, Individual differences in the learning process, learning strategies and styles, recent developments in instructional and cognitive psychology.</p>	25%
13 - 27	<p>Assessing HRD needs :</p> <p>Definitions, purpose of needs, levels of need analysis, prioritizing HRD needs, Strategic/organizational analysis, task analysis, person analysis</p> <p>Designing effective HRD programs :</p>	25%

	<p>Selecting the trainer, make or buy decision, selecting the training methods and media, scheduling the HRD program</p> <p>Implementing and evaluating HRD programs :</p> <p>Training Delivery methods, on-the job training methods, classroom training approaches</p> <p>Evaluating HRD Programs :</p> <p>Training delivery method, OJT Methods, Classroom approaches Media and Methods, Issues concerning training program implementation.</p>	
28 - 39	<p>Career Management and Development:</p> <p>Definition of career development, models of career development, stages of life and career development, process of career management, roles in career management, issues and delivering effective career development systems.</p> <p>Management Development:</p> <p>Describing the Manager's job, making management development strategic, management education, training and experiences, Approaches to develop Managers, Designing effective MDP.</p> <p>Organizational development and change</p> <p>OD Theories and concepts, model of planned change, designing an intervention strategy, types of interventions</p> <p>HRD and Diversity:</p> <p>Diversity Training and Beyond.</p>	25%
40 - 50	<p>Employee Socialization and Orientation:</p> <p>Socialization, Various perspectives, the realistic job Preview, Employee Orientation Program.</p> <p>Skills and Technical Training:</p> <p>Basic workplace competency, basic skills, Technical training, Interpersonal skills training, Role of labour unions in skill and technical training programs, Professional development and education.</p>	25%

	<p>Coaching and Performance Management: Need, coaching and performance management, maintaining effective performance and encouraging superior performance, skills necessary for effective coaching, the effectiveness of coaching.</p> <p>Employee counseling and wellness services Need for ECS, Overview of employee counseling service, Stress management interventions, Employee wellness and health promotion programs, Issues in Employee Counseling.</p>	
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Text Book:

1. Human Resource Development, John M Werner & Randy L DeSimone, Cengage Learning

Reference Books:

1. Designing and managing human resource systems, Udai Pareek & T.V.Rao, Oxford & IBH Publication
2. Human Resource Development, Uday kumar Haldar, Oxford publication
3. Human Resource Development , Industrial Relation, Charles R. Greer, Pearson education