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**INSTRUCTION DIVISION  
FIRST SEMESTER 2015-16  
Course Handout**

In addition to part I (General Handout for all courses appended to the timetable) this portion gives specific details regarding the course.

**Course No.: HSS F328**

**Course title: Human Resource Development**

**Instructor-in-charge: Dr. Rajneesh Choubisa**

**Scope and objective of the course:** To develop a conceptual framework for understanding human behavior in organizations and develop human capital (manpower) in various sectors and spheres of the world of work. The course would be very beneficial for students trying to understand the management functions of one very significant department of any organization.

**Course Description:** This course is floated to provide a brief understanding about the practical ramification (or better subfield) of human resource management and deals with the significant issues related to developing human resources with special reference to its tripartite foundations of human betterment, organizational enhancement and societal development.

**Text Book:**

T1: Desimone, R.L., Werner, J.M., & Harris, D.M.(2002). *Human Resource Development*. (6<sup>th</sup> Edition). Cengage Learning (Available on Flipkart/Amazon/Infibeam with a Price tag of 475/- Rupees)

**Reference Books:**

R1. Rao, T.V. (1996). *Human Resource Development: Experiences, Interventions & Strategies*. Sage Publications, New Delhi. ISBN:978-0803992733.

R2. Cascio, W.F., & Aguinis, H. (2011) (6<sup>th</sup> Edition). *Applied Psychology in Human Resource Management*, Prentice Hall of India, New Delhi.

R3. McGuire, D., & Jorgenson, K.M.(2010). *Human Resource Development*. Sage Publications, London. ISBN:978-412922982.

R4. Mankin, D (2009). *Human Resource Development*. Oxford University Press. (South Asia Edition). ISBN:978-412922982.

**Course Plan: [Classes on M,W,F at 2<sup>nd</sup> Hour in Room No: 6155]**





S. No.	Title of the Chapter	Learning Objectives	Reference in Text
1.	Human Resource Development (HRD): Concept and Background	This chapter will help the learner understand the factors and antecedents that lead to the development of HRD as a profession. A distinction between HRM & HRD will give the learner some more understanding in judging and predicting the contents of the course.	T1: Chapter 1 R1: Chapter 1
2.	Employee Behavior	This chapter will deal with the theoretical underpinnings as to how employees perceive the system, the attitude they form and the reason they feel motivated to enhance their skills and thereby the productivity of the organizations.	T1: Chapter 2
3.	Learning & HRD	This chapter will underline the various learning approaches which are used in educating employees and develop employees potentiality.	T1: Chapter 3 R3: Chapter 8 & 9
4.	Assessment of HRD Needs	This chapter is going to give an idea in identifying the needs for human resource development in an organization. It basically provides the idea as to how the analysis about the needs assessment should be done and at what levels.	T1: Chapter 4
5.	Designing Effective HRD Programs	Once the needs are identified , the next big step is to design an outlay of specific and relevant intervention steps which, when designed could be even more effective and efficient to develop human resources.	T1: Chapter 5
6.	Implementing HRD Programs	When the design is ready , this chapter will help understanding the various techniques through which the programs/ strategies/ interventions are implemented.	T1: Chapter 6
7.	Evaluating HRD Programs	Once a program or strategy is implemented, assuring whether it is feasible in the context or not should also be assessed and evaluated per se a standard criterion. This chapter will highlight those frameworks for establishing the criterion and related concerns.	T1: Chapter 7
8.	Career Management & Development	This chapter will highlight the third core function of HRD. It will focus on the models of career development and describes the imbuing trends.	T1: Chapter 12





9.	Internationalization, Diversity & HRD	This chapter will focus on issues where there is a diverse group of workforce in an organization and the ways their problems can be tackled. (Videos and Interaction)	R3: Chapter 14 & 15 T1: Chapter 15 (Reading Unit)
10.	Strategic Interventions in HRD Sectors (Some Target Groups)	This chapter will briefly highlight the various strategic interventions for developing human resources in the sectors such as health, education, environment, Science & technology and other relevant sectors.	R1: Chapter 4, 8, 9 & 10
11.	Organizational Change & HR Development	This unit will highlight the intervention strategies such as technostuctural or sociotechnical processes to bring about organizational transformation and adaptation to the development world with special reference to human resources.	T1: Chapter 14 R3: Chapter 10

#### Evaluation Scheme:

S. No	Evaluation Component	Weight age (%)	Date, Time & Venue	Nature of Component
1	Mid Semester Test	30	9/10 8:00 - 9:30 AM	CB/OB*
2*	Surprise Tests/Group Discussion/Assignment/ Research Oriented Project/ Case Study	30	30/10/2014 (Deadline)	CB/OB*
3	Comprehensive Exam.	40	10/12 FN	CB/OB*

\* *The choice and nature of the components would be a matter of consensus (Closed or Open Book)*

- Students are expected to read relevant articles on a website (Cite HR) for gaining practical understanding of the various HR related issues, problems and cases.
- Journals to consult: Human Resource Development Quarterly (ScienceDirect), HR Journals (Wiley, Sciendirect and Sage).
- Project reports will be submitted on Turnitin for Plagiarism check.
- **Plagiarism (especially for projects. if any) in any manner would be a serious IPR Offense.**

**Chamber Consultation Hours:** Students can come freely anytime (between 1500-1900 hrs) during working days.

**Instructor-in- charge**

