BIRLA INSTITUTE OF TECHNOLOGY AND SCIENCE, Pilani
Pilani Campus
AUGS/ AGSR Division

Date: 16.01.2021

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

Course No	**: HSS F328**
Course Title	**: Human Resource Development**
Instructor-in-Charge	**: Dr. Rajneesh Choubisa**
Instructor(s)	**: -**

Tutorial/Practical Instructors: -

1. 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. The course will help clarify the subtle difference between HR Management & HR Development. This will also enable the learners to know more about how training programs are planned, conceived, constructed and delivered to the potential stakeholders. HRD essentially focuses on this core idea as to how the capabilities and credentials (and ultimately productivity) of the employees can be enhanced.

2. 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.

3. Textbook:

Desimone, R.L., Werner, J.M., & Harris, D.M. (2002). *Human Resource Development*. (6th Edition). Cengage Learning (PDF also available).

4. 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) (6th Edition). *Applied Psychology in Human Resource Management*, Prentice Hall of India. New Delhi.

R3. Chalofsky, N.E., Rocco, T.S., & Morris, M.E. (2014) (Eds). Handbook of Human Resource Development. Wiley & Sons, New Jersey.

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

5. Course Plan:

Module No.	Lecture Session	Reference	Learning outcomes
M1 (History & Progression	L1-4: Human Resource Development (HRD): Concept and Background	T1: Chapter 1 R1: Chapter 1	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.
M2 (Employee Behavior)	L5-9: Employee Behavior	T1: Chapter 2	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.
M3 (Learning, Training & Development)	L10-13: Leaning & HRD	T1: Chapter 3 R3: Chapter 8 & 9	This chapter will underline the various learning approaches which are used in educating employees and develop employees' potentiality.
	L14-17: Assessment of HRD Needs	T1: Chapter 4	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 need's assessment should be done and at what levels.

	L18-21: Designing Effective HRD Programs	T1: Chapter 5	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.
	L22-24: Implementing HRD Programs	T1: Chapter 6	When the design is ready, this chapter will help understanding the various techniques through which the programs/ strategies/ interventions are implemented.
	L24-26: Evaluating HRD Programs	T1: Chapter 7	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.
M4 (Career Development)	L27-31: Career Management & Development	T1: Chapter 12	This chapter will highlight the third core function of HRD. It will focus on the models of career development and describes the imbuing trends.
M5 (Macro Issues-I)	L31-33: Internationalization, Diversity & HRD	R3: Chapter 14 & 15 T1: Chapter 15	This chapter will focus on issues where there is a diverse group of workforces in an organization and the ways their problems can be tackled. (Videos and Interaction)
	L34-39: Strategic Interventions in HRD	R1: Chapter 4, 8.	This chapter will briefly

	Sectors (Some Target Groups)	9 & 10	highlight the various strategic interventions for developing human resources in the sectors such as health, education, environment, Science & technology and other relevant sectors.
M6 (Macro Issues-II)	L40-41: Organizational Change & HR Development	T1: Chapter 14 R3: Chapter 10	This unit will highlight the intervention strategies such as techno-structural or socio-technical processes to bring about organizational transformation and adaptation to the development world with special reference to human resources.

6. Evaluation Scheme:

Component	Duration	Weightage (%)	Date & Time	Nature of component (Close Book/ Open Book)
Mid Sem	2 hours	30	March First Week	OB
Assignment 1	-	15	March 2021 (Third Week)	OB/CB
Assignment 2	-	15	April 2021	OB/CB
Comprehensive Examination	3 hours	40	08/05/2021	OB

7. Chamber Consultation Hours: Online through Google Meet with prior appointment.

8. Notices: Announced during the end of online class and subsequently posted on Nalanda.

9. Make-up Policy: No Make-up Requests would be entertained.

10. Note (if any): 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 (Science Direct), HR Journals (Wiley and Sage).
- Soft copy of the textbook is also available.
- **Plagiarism (especially for Assignments/reports etc., if any) in any manner would be a serious IPR Offense. Zero tolerance.**

Dr Rajneesh Choubisa
Instructor-in-charge
Course No. HSS-F328