

HUMAN RESOURCE DEVELOPMENT

Sem	Subject code	Category	Lecture		Theory		Credit
			Total Hrs	Hrs per week	Total Hrs	Hrs per week	
IV		Core paper - XIV	75	5	75	5	5

COURSE OBJECTIVE:

1. To understand the evolution and functions of HRD .
2. To identify the content, process and the outcomes of HRD applications.
3. To evaluate and understand about diversity issues and their impact on organizations.

COURSE OUTCOMES:

On Successful completion Of the Course the student will be able:

CO Number	CO STATEMENT	Knowledge level (K1-K4)
CO1	To understand the evolution and functions of HRD	K1
CO2	To identify the Career Planning, Career Development and Career Strategy	K1
CO3	To know and understand the Quality of Work Life	K2
CO4	To understand about Employee counseling and wellness services	K2
CO5	To know the Impact of Globalization on HRD	K2

K1 – Remember; K2 – Understand; K3 – Apply; K4 – Analyze

MAPPING WITH PROGRAMME OUTCOMES

COS	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6
CO1	M	S	M	S	S	S
CO2	M	S	S	S	M	S
CO3	S	M	M	S	S	S
CO4	S	S	M	M	S	M
CO5	S	M	S	S	S	S

S – Strong;

M – Medium;

L – Low

UNIT- I INTRODUCTION

18 hrs

Human Resource Development : Evolution of HRD - Relationship with HRM - Human Resource Development Functions - Roles and Competencies of HRD Professionals - Challenges to Organization and HRD professionals – Employee Behaviour – External and Internal Influence – Motivation as Internal Influence – Learning and HRD – Learning Strategies and Styles- HRD Processes- Evaluating HRD programs - Models and Frame Work of Evaluation - Assessing the Impact of HRD Programs - Human Resource Development Applications.

Unit-II CAREER PLANNING, DEVELOPMENT AND CAREER STRATEGY

18 hrs

Career planning : Characteristics of Career Planning – Objectives of Career Planning – Importance of Career Planning – Benefits of Career Planning.

Career Development: Characteristics of Career Development – Principles of Career Development. **Career Strategy:** Process. Knowledge Management and learning organisations: Steps to develop knowledge management- Why learning organisations work.

Unit-III QUALITY OF WORK LIFE
hrs

18

Quality of Work Life : Definition- Objectives of QWL - Scope and Importance of QWL - Increasing QWL - Ways to increasing QWL - Barriers to QWL - Dimensions of QWL - Specific Issues of QWL.

Stress and HRD: Categories of stressors-Personality Traits- Identification of stress at various levels-Stress and human resource management.

Unit-IV EMPLOYEE COACHING, COUNSELLING AND MENTORING

18 hrs

Employee Coaching: Objectives - Types of Employee Coaching - Techniques of Employee Coaching - Elements of Employee Coaching - Functions of Employee Coaching.

Employee counselling: Importance - Need - Objectives - Measures of Effective Counselling. **Mentoring:**

Characteristics of Mentoring - Pre-requisites of successful mentoring - Importance and Types of Mentoring - Difference between Coaching and Mentoring.

UNIT-V STRESS MANAGEMENT
hrs

18

Stress : General sources of stress - Stages of stress . **Stress**

Management: How to manage stress at work and personal life - Stress diary - Learning to relax - Time management. Types of stress - Manifestation of stress.

Distribution of marks: Theory 100% and problem 0%

TEXT BOOKS:

S.NO	Authors	Title	Publishers	Year of publication
1	Werner & Desimone	Human Resource Development	Cengage Learning	2006
2	Gibb, S.,	HumanResource Development:Foundatio ns, Process, Context	3rdEdition, Palgrave Macmillan	2011
3	Sheikh, A. M.,	Human Resources Development and Management	3 rd Edition, S.Chand,	2007.
4	Srinivas Kandula	Strategic Human Resource Developmnet	PHI Learning	2001
5	Halдар, U.K.,	Human Resource Development,	Oxford University Press India,	2009.
6.	LM Prasad	Organisational Behaviour	Sultan Chand And Sons	2007

REFERENCE BOOKS:

S.NO	Authors	Title	Publishers	Year of publication
1	William E. Blank	Handbook For Developing Competency Based Training Programmes	Prentice-Hall, New Jersey,	1982
2	Rishipal,	Training and Development Methods,.	S.Chand,	2011

TEACHING METHODOLOGY :

1. Chalk & Talk
2. Lecture
3. Seminar
4. Assignment
5. Chart preparation
6. PPT
7. Group Discussion
8. You tube class
9. Case study
10. Role play