

Course Title: Human Resource Development

Course Category: PS654

Schedule of Offering: 4th Semester

Course Credit Structure: 4 Credits

Lecture: 4 Hours per week

Contact Hours per week: 4 Hours per week

Course Instructor: TBA

1.Introduction:

Human Resource Development is a specialization course, introduces the fundamentals of human resource Development and a detailed description of various techniques and process of HRD. It introduces HRD as a discipline and also depicts as to how it aligns well with Psychology. The course further explores persons in organizations at an individual and collective level. The course also enables the students to understand the strategic dynamics of man power management for strategic change.

2.Course Objectives :

To introduce students:

1. The basics of human resource development
2. The techniques of Acquiring, Motivation and Maintaining Human Resource
3. The process and functions of Human Resource Development.

3.Pre-requisites:

Registration as student in M. Sc. Applied Psychology program.

4.References:

- Agarwal, R.D. (1973) Dynamics of Personnel Management in India; New Delhi, Tata McGraw Hill Inc.
- Aswathppa. (2005) Human Resource and Personnel Management. 4th Edition. New Delhi, McGraw Hill Companies.
- David, A. and Robbins, S. (2001) Human resource management, New Jersey, Prentice Hall International
- Dessler,G (2007) Human Resource Mangement: New Delhi; Prentice Hall India.
- Berry and Lilly, M. (1998) Psychology at Work: An Introduction to Organizational and Industrial Psychology; New York, McGraw International.
- Gary D. (2005) Human Resource Management. 10th Edition. Harlow, Pearson Education.
- Jayagopal, R. (1992) Human Resource Development: Conceptual analysis and Strategies; New Delhi, Sterling Publishers Pvt Ltd.
- Moorthy,M.V. (1992) Human resource Management: Psycho Sociological Social Work

Approach; Bangalore, R & M Associates. Robbins, P and D, Canzo (2005) Human Resource Management; New Delhi Tata McGraw Hill Inc.

- Keith, D. (1983) Human Behavior at Work; New Delhi, Tata McGraw Hill Inc.
- Mamoria, C.B. (1989) Personnel Management; Bombay, Himalaya Publishing House.
- Pareek, U. and Rao, T.V. (1982) Designing and managing Human resources; New Delhi, Prentice Hall India Pvt. Ltd.
- .V.S.P Rao. (2005) Human Resource Management. 2nd Edition. Anurag Jain for Excel Books, New Delhi.
- Werner, J, M., DeSimone, R, L. (2011). Human Resource Development. London: Cengage Learning.

3. Module-wise topics

Module 1: Introduction to Human Resource Development (10Hrs)

- Human Resource Management and Human Resource Development
- Human Resource Development Functions
- Human Resource Development Process
- Roles and Competencies of an HRD Professional
- Challenges to HRD Professional

Readings:

V.S.P Rao. (2005) Human Resource Management. 2nd Edition. Anurag Jain for Excel Books, New Delhi.

David, A. and Robbins, S. (2001) Human resource management, New Jersey, Prentice Hall International.

Robbins, P and D, Canzo (2005) Human Resource Management; New Delhi Tata McGraw Hill Inc.

Werner, J, M., DeSimone, R, L. (2011). Human Resource Development. London: Cengage Learning.

Module 2: Human Resource Development Systems (15Hrs)

- Assessing HRD Needs
- Designing and Implementing HRD Systems,
- HRD Goals and Functions
- Dimensions of HRD, Approaches to HRD
- Human Development and Human Resource Development
- HRD Climate,
- HRD Policy, Role of HRD Personnel
- HRD Experience in Indian Organization
- Future of HRD

Readings

Pareek, U. and Rao, T.V. (1982) Designing and managing Human resources; New Delhi,

Prentice Hall India Pvt. Ltd.
Werner, J, M., DeSimone, R, L. (2011). Human Resource Development. London: Cengage Learning.

Module 3: Human Resource Management and Development (10 Hrs)

- Strategic Human Resource Planning and Development
- Executive Resource Planning
- Job Analysis,
- Job Design
- Recruitment and Selection
- Socialization and Induction
- Performance Appraisal and HRD

Readings:

V.S.P Rao. (2005) Human Resource Management. 2nd Edition. Anurag Jain for Excel Books, New Delhi.
David, A. and Robbins, S. (2001) Human resource management, New Jersey, Printice Hall International.
Robbins,P and D, Canzo (2005) Human Resource Management; New Delhi Tata McGraw Hill Inc.

Module 4: Influence on Employee Behaviors: (10 Hrs)

- Model of Employee Behavior
- External influence on employee behavior
- Internal influence- Motivation of Human Resource- Basic Motivation Concepts, Job Design and Work Scheduling
- Learning and HRD
- Employee Compensation- Factors Influencing Compensation Policies and Plans
- Wages, salary, Benefits and Services and HRD
- Disciplining Employees; Safety and Health.

Readings:

Werner, J, M., DeSimone, R, L. (2011). Human Resource Development. London: Cengage Learning.
Mamoria, C.B. (1989) Personnel Management; Bombay, Himalaya Publishing House.
V.S.P Rao. (2005) Human Resource Management. 2nd Edition. Anurag Jain for Excel Books, New Delhi.

Module 5: Human Resource Training (15Hrs)

- Human Resource Training - Concepts, Objectives, Needs, and Benefits.
- Training Need Identification; Competency Mapping, Selection of Training Method, Process of Training; Training Evaluation- Methods.
- Types and Methods of Training; On the Job Training (OJT) and Off the Job Training;
- Advanced Techniques in Training and Development - Role Play, In Basket Exercise, Simulation, Transactional Analysis, NeuroLinguistic Programming, Assessment Centers, Accelerated Learning, Action Learning, Facilitation, Mentoring, Drama Based Training, Vestibule Training, Management Games, Case Studies, Sensitivity Training, Programmed Instruction

Module 6: Human Resource Development and Career Growth (10 hrs)

- Career Management and Development
- Management Development
- Succession Planning
- HRD and Diversity
- Employee Counselling and Wellness Services

Readings:

Werner, J, M., DeSimone, R, L. (2011). Human Resource Development. London: Cengage Learning.

6.Pedagogy

Teaching methods are expected to encourage proactive involvement of students and high level of participation, thus, shall involve interactive lectures (40%), independent learning (40%), and cooperative learning (20%). The interactive learning component will consist of lecture sessions, classroom exercises, and discussions. The independent learning component, on the other hand, shall include such exercises as independent reading and doing individual assignments in the form of behavioural assessments, behavioural intervention plan development, etc. Finally, the cooperative learning component involves doing assignments in groups.

It is envisaged that students will be guided to read, think, solve problems and actively participate in the learning process. This shall be attained through a mix of teaching methods, such as, lectures, projects, assignments, case studies, individual and group presentations, discussion, and fieldwork.

7.Evaluation Pattern

Both formative (periodic assignments and projects) and summative (mid semester and final examinations) evaluation will be used.

The breakdown of the evaluation shall be as follows.

Class Participation and Attendance	5%
Term Paper	10%
Individual Assignment (including Presentations)	10%
Group Assignments (including Presentation)	5%

Mid semester Examination	20%
Final Examination	50%
Total	100%