

Course Type	Course Code	Name of Course	L	T	P	Credit
DE	NMSD509	Human Resource Development	3	0	0	3

Course Objective
To provide basic inputs regarding the various processes and developments in the area of Human Resource Development. Prerequisite: The student may have completed courses on Organizational Behaviour and Human Resource Management
Learning Outcomes
<ul style="list-style-type: none"> The student will be able to appreciate the concept of HRD and various processes related to Human Resource Development.

Unit No.	Topics to be Covered	Lecture Hours	Learning Outcome
1	Unit I- Definition & Background, Evolution of HRD, HRD & Economic Development	6	To understand the Definition of HRD and its link to Macro Variables
2	Unit II – Development of Individual through Training: Training need analysis, Designing Training Programs: On –the Job, Off-the Job Methods	6	To understand and appreciate Training as a method of Human Resource Development
3	Unit III- Other methods of HRD: Suggestion schemes, Counselling, career planning, talent management, Competency mapping, Employee empowerment and engagement, Organizational Socialization, Mentoring	12	To get an understanding of various methods of Human Resource Development
4	Unit IV – Strategic Interventions: HRD in Service and Information Technology Sectors, HRD for Women ; HRD for Workers,	10	To appreciate the impact of HRD in various Sectors
5	Unit V – HR Audit: Audit Methodology, HRD Audit for Business Improvement, HRD in India	4	To get a basic understanding of the concept of HRD
6	Unit VI - Cases in PSUs and Private Sector Enterprises, Presentations	4	To understand the application of HRD in Organizations
	Total	42	

Text Books:

1. Rao, TV – Human Resource Development
2. Relevant and Latest Journal Articles on the topic

Reference Books:

1. Werner & DeSimone – Human Resource Development