

**Course Name: Human Resource Development**

**Course Code-MS 302**

**Course Credits: 6**

**Course Objective:** The course aims at providing the students the in-depth knowledge of concept and application of development to human resources for organizational excellence.

**Block I HUMAN RESOURCE DEVELOPMENT STRATEGIES, DESIGN AND EXPERIENCE**

**Unit I An introduction to Human Resource Development**

Human Resource Development: HRD-Meaning, Concept, Role, Significance and Process  
Goals and Challenges of Human Resource Development

**Unit II HRD Systems and Structure**

HRD Policy, HRD Systems and Structure, Role of HRD Managers

**Unit III Human Resource Development: Strategies**

**Unit IV Role of Line Managers in HRD**

**Unit V Job Evaluation for HRD**

Job Analysis, Job Description, Job Designing and Job Evaluation for HRD

**Unit VI Human Resource Development Practices in India**

**Block II HRD and Motivation**

**Unit VII Strategic Intents of HRD**

Human Resource Needs, Assessment and Strategic Intents of HRD

**Unit VIII Motivational Aspects of HRD**

**Unit IX Development Cycle**

Reinforcement for behaviour modification

**Unit X Task Analysis**

**Unit XI Counselling and Mentoring**

Counselling and Mentoring, HRD through Career planning and Development

**Block III Organizational Climate and Culture in HRD**

**Unit XII Organizational climate and culture in HRD**

Organizational climate and culture for HRD; Nature, components and effects quality of work life and HRD.

**Unit XIII HRD for Workers**

**Unit XIV HRD/OD Approach to IR Corporate Business**

**Unit XV Organizing for HRD Resurgence Effectiveness**

**Block IV Strategic dimensions of HRD**

**Unit XVI Performance Management and Human Resource Development**

**Unit XVII Quality Management Practices in relation to HRD**

Employee Skills and Multi Skilling for HRD

**Unit XVIII Strategic Human Resource Development**

**Unit XIX Comparative HRD Experiences in Indian and International context**

**Suggested Readings:**

1. Pattanayak – Human Resource Management – PHI
2. Manpower Planning and Development –Excel Publisher.
3. Kandula – Strategic Human Resource Development – PHI.
4. Arthur, M Career Theory Handbook Englewood cliff, Prentice Hall Inc 1991
5. Belkaoui, A R and Belkaoui, J M Human Resource Valuation; A Guide to Strategies and  
and
6. Techniques Greenwood, Quorum Books, 1995
7. Dale, B Total Quality and Human Resources ; An Executive Guide, Oxford,  
Blackwell 1992
8. Greenhaus, J H Carrer Management, New York, Dryden, 1987
9. Thomson, R and Mabey, C, Developing Human Resources, Oxford, Buffterworth –  
Heinemann 1994