

Course Contents

Course Name: Human Resource Development

Course Code-MS 302

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

Unit II HRD Systems and Structure

Unit III Human Resource Development: Strategies

Unit IV Role of Line Managers in HRD

Unit V Job Evaluation for HRD

Unit VI Human Resource Development Practices in India

Block II HRD and Motivation

Unit VII Strategic Intents of HRD

Unit VIII Motivational Aspects of HRD

Unit IX Development Cycle

Unit X Task Analysis

Unit XI Counselling and Mentoring

Block III Organizational Climate and Culture in HRD

Unit XII Organizational climate and culture in 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

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
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

Index

Unit Number	Title	Page Number
<i>Block I Human Resource Development Strategies, Design and Experience</i>		
1.	Unit I An Introduction to Human Resource Development	1-20
2.	Unit II HRD Systems and Structure	21-48
3.	Unit III Human Resource Development: Strategies	49-69
4.	Unit IV Role of Line Managers in HRD	70-76
5.	Unit V Job Evaluation for HRD	77-98
6.	Unit VI Human Resource Development Practices in India	99-112
<i>Block II HRD and Motivation</i>		
7.	Unit VII Strategic Intents of HRD	113-124
8.	Unit VIII Motivational Aspects of HRD	125-136
9.	Unit IX Development Cycle	137-148
10.	Unit X Task Analysis	149-165
11.	Unit XI Counselling and Mentoring	166-180
<i>Block III Organizational Climate and Culture in HRD</i>		
12.	Unit XII Organizational climate and culture in HRD	181-198
13.	Unit XIII HRD for Workers	199-210
14.	Unit XIV HRD/OD Approach to IR Corporate Business	211-222
15.	Unit XV Organizing for HRD Resurgence Effectiveness	223-233
<i>Block IV Strategic Dimensions of HRD</i>		
16.	Unit XVI Performance Management and Human Resource Development	234-255
17.	Unit XVII Quality Management Practices in relation to HRD	256-277

18.	Unit XVIII Strategic Human Resource Development	278-300
19.	Unit XIX Comparative HRD Experiences in Indian and International context	301-319