| S. No. | Course Code | Course Name | Course Type | Cd | L | T | P | Marks | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | Sessional | Final Exam | Total |
| 1 | MBA-431 | Human Resource Development | Elective | 4 | 4 | 0 | 0 | 30 | 70 | 100 |

**COURSE OUTCOMES**

| At the end of the course the student will be able to: | |
|---|---|
| CO1 | Understand the concepts and approaches of human resource development. |
| CO2 | Appreciate the need and strategies for human resource development. |
| CO3 | Analyze the concepts, process and techniques of performance appraisal. |
| CO4 | Evaluate the role of training in career planning and development. |
| CO5 | Analyze the working of various HRIS tools and frameworks. |

## Detailed Syllabus

**UNIT I:**
**Human Resource Systems (HRS):** The Concept; Development as the underlying concept of HRS; Development dimensions and linkages in HRS; Functions of HRS; Personnel function vs. HRS analysis; Designing Human Resource Systems: Contexts, Issues and Principles.

**UNIT II:**
**Human Resource Development (HRD):** Concepts, goals and challenges; Need for HRD; HRD sub-systems and interventions; HRD model; HRD strategies; HRD processes, outcomes and organizational effectiveness; Development climate; Motivational aspects of HRD.

**UNIT III:**
**Developing the person in the role**: Performance appraisal techniques, assumptions underlying open appraisal systems, Performance appraisal components. Performance Review and Counselling: Objectives, sequential process. Potential appraisal; Steps and considerations while introducing potential appraisal system

**UNIT IV:**
**Training as a tool of HRD:** Aims and context; Transformative role of training; Training strategies; Training evaluation. Career planning and development; Benefits, elements of career planning programmes; Facilitating career planning and development.

**UNIT V:**
**Human resource Information Systems (HRIS):** Concepts, benefit and aims, HRIS Model, HRD for workers; HRD processes and the role of HRD manager; HRD and Line Managers expectations; HRD in Indian organizations - some case studies.

## Textbooks

| S. No | Name of the Books | Name of Author | Publisher Name | Edition (Pub. Yr.) |
|---|---|---|---|---|
| 1. | Designing and Managing Human Resource Systems, | Pareek, Udai and TV Rao | Oxford & IBH Publishing Co Pvt. Ltd | 3rd (2015) |
| 2. | Excellence through Human Resource Development, | Nair, MRR and T.V Rao (eds). | Tata Mc Graw Hill | 2nd (1990) |

## Reference Books:

| S. No | Name of the Books | Name of Author | Publisher Name | Edition (Pub. Yr.) |
|---|---|---|---|---|
| 1 | Training for development | Lyton, Rolf p and Udai Pareek | Vistaar Publications. | 2nd (1990) |