

HUMAN RESOURCE ELECTIVES

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	Describe the concepts and approaches of human resource development.
CO2	Illustrate the need and strategies for human resource development.
CO3	Apply the concepts, processes and techniques of performance appraisal.
CO4	Analyze the role of training in career planning and development.
CO5	Appraise the working of various HRIS tools and frameworks.

Detailed Syllabus**Section A**

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.

(10 Hrs)

UNIT II: Human Resource Development (HRD): Concepts, goals and challenges; Need for HRD; HRD sub-systems and interventions; HRD Culture; HRD strategies; HRD as a process, outcomes; Motivational aspects of HRD.

(8 Hrs)

UNIT III: Developing the person in the role: Performance appraisal techniques, Performance appraisal components. Performance Review and Counseling: Objectives, sequential process. Potential appraisal; Steps and considerations while introducing potential appraisal system.

(10 Hrs)**Section B**

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.

(10 Hrs)

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.

(10 Hrs)**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	3 rd (2015)
2.	Excellence through Human Resource Development,	Nair, MRR and T.V Rao (eds).	Tata Mc Graw Hill	2 nd (2010)

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.	3rd (2011)