Lesson Plan No. 1	Course Name: Human Resource Development: Systems and Strategies Topic: Introduction to Human Resource System	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to: a. understand the concept of Human Resource System b. Relevance of studying Human Resource System
Teaching Aids (if any)	a. Ppt b. Handout with key terms and definitions

Teaching Development	1. **Introduction** (5 minutes)
	 - Ask questions
	    What is Human Resource System
	    What are the characteristics of Human Resource System
	 - Introduce the concept of Human Resource System
	 - Talk about issues
	 - Introduce the formal definition of Human Resource System
	
	 2. **Development** (30 minutes)
	   a) Introduction
	 - Define Human Resource System
	 - Highlight the important characteristics, implications and its relevance
	 - Purpose of studying Human Resource System
	 -
	   b) Meaning of Human Resource System
	 - Concept of Human Resource System
	 - Definitions of Human Resource System
	 - Philosophy behind Human Resource System
	 - Cases to be discussed
	
	   Exercise (5 minutes) –
	   Minute Paper

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Discuss the University Questions from the Syllabus. 3. Suggested Reading Human Resource Development by T.V Rao https://blog.grovehr.com/bamboohr-alternatives Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————— Version 1.1

श्रेष्ठ श्रम नवीनता

Please Do Not Print Unless Necessary

Lesson Plan No. 2	Course Name: Human Resource Development: Systems and Strategies Topic: Functions of Human Resource System	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to:
	  c. understand the functions of Human Resource System
	  d. articulate different aspects of Human Resource System	

Teaching Aids (if any)	c. PPT d. Handouts	

Teaching Development	3. **Introduction** (5 minutes)
	  - Ask questions
	  - What do you mean by perspectives of Human Resource System
	  - Do you have any idea of Human Resource (HR) departments and their role in organizations.
	  - Scope of Human Resource System
	  - Discuss different types of issues related to Human Resource System
	4. **Development** (30 minutes)
	  c) Introduction
	    -Core Functions of HR Systems
	    -Present each core function: Recruitment & Hiring, Payroll & Compensation, Performance Management, Training & Development, Employee Relations.
	  d) Benefits of HR Systems:
	    -Increased efficiency and productivity
	    -Improved data accuracy and reporting
	    -Enhanced compliance with regulations
	    -Reduced costs and administrative burden
	    -Improved employee experience and satisfaction
	  e) Challenges of HR Systems:
	    -Implementation and integration costs
	    -Change management and employee resistance
	    -Data security and privacy concerns
	    -Technical issues and reliance on technologyScope
	
	    Exercise (5minutes)
	    Activity-Think Pair and Share activity on HR Functions

Closure	4. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 5. Discuss the University Questions from the Syllabus. 6. Suggested Reading Human Resource Development by T. V Rao Spend 5 minutes to wrap up and consolidate the learning
Evaluation	3. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 3	Course Name: Human Resource Development: Systems and Strategies	Course No.: MBA-431

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre —————————————— Version 1.1

श्रेष्ठ 🎓 श्रम ⚙ नवीनता 💡

Please Do Not Print Unless Necessary

	Topic: Functions of Human Resource System	

Objectives	At the end of the lesson the student shall be able to:
	
	    e. understand the functions of Human Resource System
	    f. articulate different aspects of Human Resource System	

Teaching Aids (if any)	e. PPT f. Handouts	

Teaching Development	5. **Introduction** (5 minutes)
	    - Ask questions
	    - What do you mean by perspectives of Human Resource System
	    - Do you have any idea of Human Resource (HR) departments and their role in organizations.
	    - Scope of Human Resource System
	    - Discuss different types of issues related to Human Resource System
	6. **Development** (30 minutes)
	    f) Introduction
	       -Core Functions of HR Systems
	       -Present each core function: Recruitment & Hiring, Payroll & Compensation, Performance Management, Training & Development, Employee Relations.
	    g) Benefits of HR Systems:
	       -Increased efficiency and productivity
	       -Improved data accuracy and reporting
	       -Enhanced compliance with regulations
	       -Reduced costs and administrative burden
	       -Improved employee experience and satisfaction
	    h) Challenges of HR Systems:
	       -Implementation and integration costs
	       -Change management and employee resistance
	       -Data security and privacy concerns
	       -Technical issues and reliance on technologyScope
	
	       Exercise (5minutes)
	       Activity-Think Pair and Share activity on HR Functions

Closure	7. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 8. Discuss the University Questions from the Syllabus. 9. Suggested Reading Human Resource Development by T. V Rao Spend 5 minutes to wrap up and consolidate the learning
Evaluation	4. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 4	**Course Name: Human Resource Development: Systems and Strategies** **Topic:** Designing Human Resource System	**Course No.: MBA-431**

Objectives	At the end of the lesson the student shall be able to: g. understand the designing of Human Resource System h. articulate the designing of Human Resource System i. analyse the detailed concept of designing of human resource system
Teaching Aids (if any)	g. PPT h. Case to be discussed
Teaching Development	- **Introduction** (5 minutes) - Ask questions Any idea about designing of Human Resource System What is the relevance of designing of Human Resource System - Introduce the concept of designing - Introduce the procedure of designing of human resource information system - **Development** (30 minutes) a)Introduction - Define the designing of Human Resource System - Highlight the designing and its relevance of designing of Human Resource System - Examples pertaining to understanding of Human Resource System - b) Differentiate between different types of HR systems (on-premise, cloud-based, modular, integrated, industry-specific) and their key advantages and disadvantages. - c)Discuss the relationship between HR systems and strategic HR goals, emphasizing how the right system can drive efficiency, engagement, and talent development. Exercise (5 minutes) – Case to be discussed

Closure	10. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	11. Discuss the University Questions from the Syllabus.
	12. Suggested Reading
	   - Human Resource Development by T.V Rao
	
	4. Homework
	
	    -write a brief report on a recent case study of a successful HR system implementation in a specific industry
	
	Spend 5 minutes to wrap up and consolidate the learnings

Evaluation	5. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————————— Version 1.1

श्रेष्ठ 🎓   श्रम ⚙   नवीनता 💡

Please Do Not Print Unless Necessary

Lesson Plan No. 5	Course Name: Human Resource Development: Systems and Strategies Topic: HRD Challenges and Strategies	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to:
	    j. Identify and analyze the key challenges faced by organizations in implementing effective Human Resource Development (HRD) initiatives.
	    k. Develop critical thinking skills to propose innovative solutions and strategies for overcoming these challenges and achieving impactful HRD outcomes.	

Teaching Aids (if any)	i. PPT j. Handouts	

Teaching Development	7. **Introduction** (10 minutes)
	   - Ask questions
	   - What are the HRD challenges?
	   - What are the strategies that contribute to the economic and social environment?
	   - Talk about different techniques of HR Strategies
	
	8. **Development** (30 minutes)
	    i) Introduction
	   - Define different HR Challenges
	   - Highlight the important characteristics and its relevance
	   - Examples
	    j) Importance of HR Strategies
	    k) Explore and analyze potential solutions for each challenge
	
	    l) Exercise (5 minutes) –
	    Minute paper	

Closure	13. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	14. Discuss the University Questions from the Syllabus.
	15. Suggested Reading
	   - Human Resource Development by T.V Rao
	  4. Homework
	   -write a brief report on an innovative HRD initiative implemented by a company to address a specific challenge
	
	Spend 5 minutes to wrap up and consolidate the learnings	

Evaluation	6. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 7. **Short quiz on key HRD challenges and best practices** Spend 5 minutes to evaluate student assimilation of the lesson contents	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre —————————————————— Version 1.1

श्रेष्ठ श्रम नवीनता

Please Do Not Print Unless Necessary

Lesson Plan No. 6	Course Name: Human Resource Development: Systems and Strategies Topic: Introduction to Human Resource Development	Course No.: MBA-431
Objectives	At the end of the lesson the student shall be able to: 1. understand the need for Human Resource Development articulate the relevance of Human Resource Development c. analyse the detailed concept of Human Resource Development	
Teaching Aids (if any)	k. PPT l. Course handout	

Teaching Development	9. **Introduction** (5 minutes)
	   - Ask questions
	     What is the Human Resource Development
	     Why HRD is important
	   - Introduce the concept of supply forecasting
	10. **Development** (30 minutes)
	    m) Introduction
	   - Difference between HRM and HRD
	   - Highlight the important characteristics and relevance of HRD
	    n) Shared Value programs
	    o) Efficiency culture in the organization
	    p) Example of Human Resource Development
	
	    Exercise (5 minutes) –
	   Short cases to be discussed	

Closure	16. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	17. Discuss the University Questions from the Syllabus.
	18. Suggested Reading
	  -Human Resource Development by T.V Rao
	  - https://in.indeed.com/career-advice/career-development/what-is-human-resource-development
	  - https://www.spiceworks.com/hr/learning-development/articles/what-is-human-resource-development/
	4. Homework:
	  Identify and analyze a current trend or innovation in HRD practices. Write a short or article discussing its potential impact on the future of talent development.
	
	Spend 5 minutes to wrap up and consolidate the learnings	

Evaluation	8. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 9. Identify and analyze a current trend or innovation in HRD practices. Write a short blog post or article discussing its potential impact on the future of talent development. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 7	Course Name: Human Resource Development: Systems and Strategies Topic: Concept and Goals of HRD	Course No.: MBA-431
Objectives	At the end of the lesson the student shall be able to: a. understand the concept and goals of HRD b. articulate the relevance of HRD goals and concept	
Teaching Aids (if any)	a. PPT b. Case Study	
Teaching Development	1. **Introduction** (5 minutes) Ask questions - What is your organization's most valuable asset? - What is the concept of HRD - What is the relevance of HRD in the organization - Introduce the concept of HRD in the organization - Talk about different principles of HRD - Introduce the formal definition of HRD 2. **Development** (30 minutes) a) Introduction - Define goals of HRD - Highlight the characteristics of HRD b) Discuss with examples of HRD c) Principles of ethical HRD Exercise (5 minutes) – Think pair and share	
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading - Human Resource Development by T.V Rao - https://papertyari.com/general-awareness/management/goals-hrd-human-resource-development/ - https://clickup.com/blog/hr-goals/ 3. Homework Develop a personal HRD plan outlining your own development goals and potential strategies for achieving them. Share your plan with a classmate for peer feedback and discussion. Spend 5 minutes to wrap up and consolidate the learnings	

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Encourage students to reflect on how they can leverage HRD opportunities for their own career development and contribute to a culture of continuous learning within their future workplaces. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 8	**Course Name: Human Resource Development: Systems and Strategies** **Topic:** Concept and Goals of HRD	**Course No.: MBA-431**

Objectives	At the end of the lesson the student shall be able to:
	   c. understand the concept and goals of HRD
	   d. articulate the relevance of HRD goals and concept	

Teaching Aids (if any)	c. PPT d. Case Study	

Teaching Development	3. **Introduction** (5 minutes)
	     Ask questions
	  - What is your organization's most valuable asset?
	  - What is the concept of HRD
	  - What is the relevance of HRD in the organization
	  - Introduce the concept of HRD in the organization
	  - Talk about different principles of HRD
	  - Introduce the formal definition of HRD
	 4. **Development** (30 minutes)
	     d) Introduction
	  - Define goals of HRD
	  - Highlight the characteristics of HRD
	     e) Discuss with examples of HRD
	     f) Principles of ethical HRD
	
	     Exercise (5 minutes) –
	     Think pair and share	

Closure	4. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	5. Suggested Reading
	- Human Resource Development by T.V Rao
	- https://papertyari.com/general-awareness/management/goals-hrd-human-resource-development/
	- https://clickup.com/blog/hr-goals/
	6. Homework
	Develop a personal HRD plan outlining your own development goals and potential strategies for achieving them. Share your plan with a classmate for peer feedback and discussion.
	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	3. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.
	4. Encourage students to reflect on how they can leverage HRD opportunities for their own career development and contribute to a culture of continuous learning within their future workplaces.
	Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 9	**Course Name: Human Resource Development: Systems and Strategies** **Topic:** HRD Models, strategies, subsystems	**Course No.: MBA-431**
Objectives	At the end of the lesson the student shall be able to: a. Analyze and compare different Human Resource Development (HRD) models and their applicability to diverse organizational contexts. b. Critically evaluate the key factors involved in selecting and implementing the most effective HRD model for specific organizational needs.	
Teaching Aids (if any)	a. PPT b. Video c. Handouts	
Teaching Development	1. **Introduction** (5 minutes) - Ask questions What are the different types of HRD Models? What are the strategies and sub systems of HRD? - Talk about different models of systems of HRD 2. **Development** (30 minutes) a) Introduction - Define HRD models as frameworks guiding the planning, implementation, and evaluation of HRD initiatives within an organization.	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————— Version 1.1

श्रेष्ठ 🎓 श्रम ⚙ नवीनता 💡

Please Do Not Print Unless Necessary

	b)Briefly discuss the importance of choosing the right model for aligning HRD with organizational goals and maximizing its effectiveness.
	c)Types of Models
	 - Highlight the important HRD Models, strategies, subsystems
	    - The Strategic HR Framework Approach
	    - The Integrative Framework
	     - Human Capital Appraisal Approach
	    - HRD Score Card Approach
	
	Exercise (5 minutes) –

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Discuss the University Questions from the Syllabus. 3. Suggested Reading -Human Resource Development T.V Rao - https://inside.6q.io/5-human-resources-models/\ - https://www.economicsdiscussion.net/human-resource-development/human-resource-development/32243 4. Homework: Develop a brief proposal outlining an HRD model you believe would be effective for a specific company you are interested in. Justify your choice and recommendations based on the company's context and needs. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Active participation in class discussions and activities Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 10	**Course Name: Human Resource Development: Systems and Strategies** **Topic: HRD Processes and Outcomes**	**Course No.: MBA-431**
Objectives	At the end of the lesson the student shall be able to: a. Analyze the key stages and considerations involved in the Human Resource Development (HRD) process. b. Evaluate the potential outcomes and impact of effective HRD initiatives on individual employees, teams, and the overall organization.	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————————— Version 1.1

श्रेष्ठ   श्रम   नवीनता

Please Do Not Print Unless Necessary

Teaching Aids (if any)	a. PPT b. Handouts

Teaching Development	1. **Introduction** (5 minutes)
	- Ask questions
	- What is the relevance of HRD processes and Outcomes
	- Introduce the types of HRD processes
	- Talk about the factors for HRD processes and Outcomes
	2. **Development** (30 minutes)
	  a) Introduction
	  -Define HRD and its core processes.
	  - Break down the key stages of the HRD process
	  b)Value Anchored HRD Processes
	  - The Individual Employee
	  - Benefits
	  - The Role
	  - The Dyad
	  -Teams
	  - Inter-teams
	  c) **Impact and Outcomes of Effective HRD**
	  Exercise (5 minutes) –
	  Summarising the concept

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Discuss the University Questions from the Syllabus. 3. Suggested Reading - Human Resource Development by T.V Rao - https://101hrm.com/human-resource-development-hrd/ - https://egyankosh.ac.in/bitstream/123456789/89340/1/Unit-3.pdf 4. Home work -Develop a personal HRD plan outlining your own development goals and the specific interventions you would utilize to achieve them. Share your plan with a classmate for peer feedback and discussion. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 11	Course Name: Human Resource Development: Systems and Strategies **Topic:** Organisational climate and effectiveness	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to:
	  a. understand the basic concept of Organizational Climate
	  b. Principles of Effectiveness	

Save Paper
Save Trees
Save the World
   Dr. Arun K. Gupta Teaching-Learning Centre ———————————————— Version 1.1

श्रेष्ठ श्रम नवीनता

Please Do Not Print Unless Necessary

	c. To know the components of an Organizational Climate
Teaching Aids (if any)	a. Use of PPT b. Handout
Teaching Development	1. **Introduction** (5 minutes) - Ask questions - What makes an organization truly successful?" What is Organizational Climate What is the relevance of Organizational Effectiveness Talk about the relevance of Organizational Effectiveness 2. **Development** (30 minutes) a) Introduction - Define Organizational Effectiveness - Highlight the important characteristics and its relevance - Discuss key factors influencing effectiveness: strategy, leadership, communication, innovation, resources, employee engagement, performance, etc. b) Components of Organizational Climate c) Objectives d) Benefits Exercise (5 minutes) – Think pair and share
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Discuss the University Questions from the Syllabus. 3. Suggested Reading - Human Resource Development by TV Rao - https://www.forbes.com/sites/googlecloud/2020/09/16/growing-a-culture-of-innovation-5-lessons-from-google/?sh=474768f05d74 - https://www.marketing91.com/organizational-climate/ - https://www.heflo.com/blog/hr/organizational-climate-definition/ 4. Home work Develop a brief plan outlining strategies to improve a specific aspect of your own work environment or future workplace, focusing on its potential impact on climate and effectiveness. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Short quiz on key factors influencing organizational effectiveness and climate Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 12	Course Name: Human Resource Development: Systems and Strategies Topic: Developing the person in the role	Course No.: MBA-431

Save Paper
Save Trees
Save the World
Dr. Arun K. Gupta Teaching-Learning Centre ———————————— Version 1.1
श्रेष्ठ 🎓   श्रम ⚙️ नवीनता 💡
Please Do Not Print Unless Necessary

Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

MIET
FUTURE BEGINS HERE....

Kot Bhalwal, Jammu

Objectives	At the end of the lesson the student shall be able to:
	a. understand the process of Training
	b. Evaluate various training and development methods, identifying their strengths, weaknesses, and suitability for different learning objectives.
Teaching Aids (if any)	a. Use of PPT
	b. Handouts
Teaching Development	1. **Introduction** (5 minutes)
	- Ask questions
	What is concept of developing Individuals?
	Why Development is important
	- Importance of Training and Development in an Organizational development
	2. **Development** (30 minutes)
	a) Introduction
	- Approaches
	- Highlight its relevance
	b) Discussion and identification of Training and Development needs
	c) Internal training and development sessions
	d) Training and Development Goals in Organizational Development
	Exercise (5 minutes) –
	- Role Play
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Discuss the University Questions from the Syllabus.
	3. Suggested Reading
	-Human Resource Development by T.V Rao
	4. Homework
	- Develop a personal learning plan outlining your own development goals and the specific training or development methods you would utilize to achieve them. Share your plan with a classmate for peer feedback and discussion.
	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.
	2. Briefly summarize the key takeaways from the lesson, emphasizing the crucial role of effective training and development in achieving HRD goals and driving individual and organizational success.
	Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 13	Course Name: Human Resource Development: Systems and Strategies	Course No.: MBA-431

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre —————————————— Version 1.1

श्रेष्ठ 🎓 श्रम ⚙ नवीनता 💡

Please Do Not Print Unless Necessary

	Topic: Performance Appraisal techniques and assumptions	
Objectives	At the end of the lesson the student shall be able to: a. Analyze the purpose and key components of performance appraisals within Human Resource Development (HRD). b. Evaluate different performance appraisal methods, comparing their strengths, weaknesses, and suitability for various contexts.	
Teaching Aids (if any)	a. Use of PPT b. Role Play	

Teaching Development	1. **Introduction** (10 minutes)
	  - Ask questions
	    What is Performance Appraisal
	    What is the relevance of performance appraisal
	    Introduce the concept of performance appraisal
	
	2. **Development** (30 minutes)
	  a) Introduction
	  - Define performance appraisals as systematic evaluations of employee performance against set goals and objectives.
	  b)Discuss the key components of performance appraisals: goal setting, performance evaluation, feedback, and development
	  c)Analyze the benefits of effective performance appraisals for both individuals (increased motivation, career development) and organizations (improved performance, talent retention).
	  d) Introduce and analyze various performance appraisal methods
	  Exercise (5 minutes) –
	    Role Play	

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Discuss the University Questions from the Syllabus.
	3. Suggested Reading
	4. Human Resource Development by T.V Rao
	5. https://www.questionpro.com/blog/performance-evaluation/
	6. https://www.iedunote.com/performance-evaluation
	
	7. Homework
	
	  Develop a sample performance appraisal form for a specific job role, considering relevant goals and evaluation criteria. Share your form with a classmate for peer feedback and discussion
	
	  Spend 5 minutes to wrap up and consolidate the learnings	

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Spend 5 minutes to evaluate student assimilation of the lesson contents	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————— Version 1.1

श्रेष्ठ 🎓   श्रम ⚙   नवीनता 💡

Please Do Not Print Unless Necessary

Lesson Plan No. 14	Course Name: Human Resource Development: Systems and Strategies Topic: Performance Appraisal Components	Course No.: MBA-431
Objectives	At the end of the lesson the student shall be able to: a. understand the basic concept of the components of PA b. Comprehend the relevance of Training	
Teaching Aids (if any)	a. Use of PPT b. Handouts	
Teaching Development	1. **Introduction** (5 minutes) - Ask questions What is the process of PA -Compare actual Performance with standards and discuss the appraisal - Introduce the methods of Performance appraisal - Talk about the relevance of training program 2. **Development** (30 minutes) a) Introduction - Define the concept of training - Highlight the important characteristics and its relevance of training b) Confidential report - Essay evaluation - Critical incidents - Checklists - Graphic rating scale - MBO Exercise (5 minutes) – Think pair and share	
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Discuss the University Questions from the Syllabus. 3. Suggested Readings - Human resource Development by T.V Rao - https://www.valamis.com/hub/performance-appraisal Spend 5 minutes to wrap up and consolidate the learnings	
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Nearpod Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————————— Version 1.1

श्रेष्ठ 🎓 श्रम ⚙ नवीनता 💡

Please Do Not Print Unless Necessary

Lesson Plan No. 15	Course Name: Human Resource Development: Systems and Strategies **Topic:** Performance Review and Feedback	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to:
	    a. understand the basic concept of performance review and feedback
	    b. examine various changes introduced performance review and feedback
	    c. analyze the significant changes in the performance review and feedback	

Teaching Aids (if any)	a. Use of PPT b. Handouts	

Teaching Development	1. **Introduction** (10 minutes)
	   - Ask questions
	      What is the role in giving and receiving effective feedback
	      What is the performance management cycle
	   - How to improve the quality of feedback conversations
	   - Talk about the challenges being faced by the company
	
	2. **Development** (30 minutes)
	    a) Introduction
	   - Define how manager evaluates and employees performance
	    b) Identifies Strengths and weaknesses
	    c) Offers Feedback
	    d) Set goals for future performance
	    Exercise (5 minutes) –
	    Role play	

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Suggested Reading
	    -Human Resource Development by T.V Ra
	    https://blog.empuls.io/performance-review-examples/
	    https://www.valamis.com/hub/performance-management-cycle
	3. Homework
	    -Reflect on a personal experience of receiving feedback, analyzing its effectiveness and identifying areas for improvement in communication.
	
	    Spend 5 minutes to wrap up and consolidate the learnings	

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. **Short quiz on key communication strategies for delivering and receiving feedback** Spend 5 minutes to evaluate student assimilation of the lesson contents	

Lesson Plan No. 16	Course Name: Human Resource Development: Systems and Strategies Topic: Counselling: objectives and process	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to:
	  a. Analyze the key objectives and ethical considerations of counselling within Human Resource Development (HRD).
	  b. Evaluate the stages and core skills involved in the effective counselling process, focusing on building rapport and providing support.	

Teaching Aids (if any)	a. PPT b. Video c. Handout	

Teaching Development	1. **Introduction** (10 minutes)
	  - Ask questions
	    What is the concept of Counselling,
	    What is the role of Counsellor
	  - Introduce Counselling Skills
	  - Talk about the Stages of Counselling Process
	
	2. **Development** (30 minutes)
	    a) Introduction
	  - Define counseling within Human Resource Development (HRD) and analyze its key objectives, such as supporting personal and professional development, addressing work-related issues, and promoting mental health and well-being.
	  - Emphasize the ethical considerations in the counselling process, such as confidentiality, respect, and avoiding manipulation or bias.
	  - Highlight the six core areas in Counselling
	    b) Initial Disclosure
	    c) In-depth Exploration
	    d) Counselling Intervention
	    e) Evaluation and Termination or Referral
	    Exercise (5 minutes) –
	    Think pair and share	

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Suggested Reading
	  -Human Resource Management by V.S. P Rao
	  - https://www.youtube.com/watch?v=LhoLuui9gX8
	  - https://www.apa.org/ed/graduate/competency
	3. Homework:
	  Reflect on a counseling experience you have had, analysing the counselor's techniques and their impact on you
	Spend 5 minutes to wrap up and consolidate the learnings	

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Participation in class discussions and activities	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————————— Version 1.1

श्रेष्ठ 🎓   श्रम ⚙   नवीनता 💡

Please Do Not Print Unless Necessary

Lesson Plan No. 17	**Course Name: Human Resource Development: Systems and Strategies** **Topic: potential appraisal: concepts and linkages**	**Course No.: MBA-431**
Objectives	At the end of the lesson the student shall be able to: a. Analyze the key concepts and theoretical underpinnings of potential appraisal within Human Resource Development (HRD). b. Evaluate the linkages between potential appraisal and various organizational goals, employee development, and talent management strategies.	
Teaching Aids (if any)	a. Ppt b. Handouts	

Teaching Development	a) **Introduction** (5 minutes)
	   - What is Potential appraisal
	   - What is the objective of potential appraisal
	   - Introduce the concept of potential appraisal
	 b) **Development** (30 minutes)
	   -Introduction
	   -Define potential appraisal as the systematic process of identifying, assessing, and developing employees' latent abilities and future career possibilities.
	   - Discuss the theoretical underpinnings of potential appraisal, such as talent development theories and human capital models.
	 c) Potential appraisal vs Performance Appraisal
	   - Highlight the advantages of potential appraisal as a whole
	 d) Prevalence of potential appraisal
	   - Characteristics and Techniques of potential appraisal
	   - Techniques of potential appraisal
	   - Steps of potential appraisal system
	   - Other indicators of potential appraisal
	 e) Advantages and Disadvantages of potential appraisal
	     Exercise (5 minutes)
	     Minute paper	

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	 2. Suggested Reading
	   - Human Resource Management by VSP Rao
	   - https://egyankosh.ac.in/bitstream/123456789/64359/2/Unit-10.pd
	 Spend 5 minutes to wrap up and consolidate the learnings	

Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

MIET
FUTURE BEGINS HERE....

Kot Bhalwal, Jammu

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.
	2. Active participation in class discussions and activities
	Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 18	Course Name: Human Resource Development: Systems and Strategies Topic: Training Introduction	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to:
	  a. understand the basic concept of Training
	  b. examine various types of Training	

Teaching Aids (if any)	a. PPT b. Handouts	

Teaching Development	1. **Introduction** (5 minutes)
	  - What is Training
	  - What is the objective of training
	  - Introduce the concept of training
	
	2. **Development** (30 minutes)
	  a) Introduction
	  - Need for Training
	  - Training vs Development
	  - Training vs education
	  b) Prevalence of Learning Principles of training
	  - Areas and Types of Training
	  - Types of Plans
	  - How to be more Creative
	  - A systematic approach to training
	  c) Objectives of training
	  d) On the job training
	  e) Off the Training
	  Exercise (5 min)
	  Summarising the concept	

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Suggested Reading:
	  - Human Resource Development by T.V Rao
	  - https://www.aihr.com/blog/human-resources-training/
	  - https://hrone.cloud/training-development-hrm
	3. Homework
	  - Design a short training session (15-20 minutes) that incorporates effective training principles like clear objectives, engaging activities, and relevant content
	Spend 5 minutes to wrap up and consolidate the learnings	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————————— Version 1.1

श्रेष्ठ 🎓 श्रम ⚙ नवीनता 💡

Please Do Not Print Unless Necessary

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Short quiz to assess students' understanding of key concepts and linkages explored in the lesson. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 19	**Course Name: Human Resource Development: Systems and Strategies** **Topic: Transformative role of training**	**Course No.: MBA-431**

Objectives	At the end of the lesson the student shall be able to:
	    a. understand the basic concept of the Transformative role of Training
	    b. examine the features of Transformative role of Training	

Teaching Aids (if any)	a. PPT	

	1. **Introduction** (5 minutes)
	   - The Dynamics of Transformative Learning
	   - Transformative Learning in Practice
	   - The Transformative Learning Process
	   - Barriers to Transformative Learning
	
	 2. **Development** (30 minutes)
	   a) Introduction
	    -Objectives of Transformative Learning
	    - Establishing Environments to Conducive to Transformative Learning
	    - Highlight the importance of transformative learning
	
	   b) Features of Transformative Learning
	    - Factor determining Reasons for Offering Transformative Learning
	   c) Needs Assessment:
	    - Explore methods for identifying not just skill gaps but also Individual and organizational growth aspirations.
	   d) Learner-Centered Design:	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre —————————————— Version 1.1

श्रेष्ठ 🎓   श्रम ⚙   नवीनता 💡

Please Do Not Print Unless Necessary

	- Emphasize the importance of understanding diverse learning styles, incorporating multiple perspectives, and fostering active participation.
	 e) Content and Delivery:
	 - Discuss creating a safe and inclusive learning environment, incorporating real-world challenges, and using methods that encourage critical reflection and dialogue (e.g., simulations, case studies, role-playing)
	  Exercise (5 minutes)
	  Summarising the concept

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 2. Suggested Reading - Human Resource Development by T.V Rao - https://blog.edusity.com/revolutionizing-employee-training-the-transformative-role-of-technology/ - https://elearningindustry.com/transformative-training-5-ways-build - Spend 5 minutes to wrap up and consolidate the learning
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 20	**Course Name: Human Resource Development: Systems and Strategies** **Topic: Training strategy: Issues**	**Course No.: MBA-431**
Objectives	At the end of the lesson the student shall be able to: a. understand the basic concept of Training b. examine the issues relating to training	
Teaching Aids (if any)	Discussion	

Teaching Development	1. **Introduction** (5 minutes)
	 - What is Training strategy
	 - What is the objective of training
	 - Introduce the concept of issues relating to training strategy
	
	 2. **Development** (30 minutes)
	 a) Introduction to training strategy
	  -Benefits of effective training strategy
	  - Highlight the important characteristics of training strategy
	 b) Merits of training strategy
	 c) **Components of a Training Strategy**	

	- Needs Assessment - Objective Setting - Program Design - Delivery Methods - Evaluation Exercise (5 minutes) Think Pair and Share
Closure	a)Summarize the Lesson Learning Outcomes and get affirmation from students on these.. b)Suggested Reading - Training for Development by Udai Pareek - Phillips, J. C., & Stone, E. R. (2018). Effective instructional design for the 21st century (6th ed.). Pearson Education. (https://journals.sagepub.com/doi/abs/10.1177/00472395211073679) - https://www.indeed.com/career-advice/career-development/training-strategy - https://inside.6q.io/effective-employee-training-strategy/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Use a short quiz to assess students' understanding of key concepts and linkages explored in Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 21	**Course Name: Human Resource Development: Systems and Strategies** **Topic: Training Strategy: Modalities**	**Course No.: MBA-431**

Objectives	At the end of the lesson the student shall be able to:
	    a. understand the basic concept of Training strategy: Modalities
	    b. relevance of Training Strategy and Modalities	

Teaching Aids (if any)	a. PPT b. Handouts	
Teaching Development	1. **Introduction** (5 minutes) - What is the concept of Training strategy and modalities - Visual strategies - Authority Mode - Authority strategies 2. **Development** (30 minutes)	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————— Version 1.1

श्रेष्ठ 🎓 श्रम ⚙ नवीनता 💡

Please Do Not Print Unless Necessary

	a) Introduction
	-Objectives of Training strategies and modalities
	- Highlight the important strategies and modalities
	b) Scope and Coverage of Training Strategy and Modalities
	c) Analyze the benefits of using a variety of modalities to cater to diverse learning styles and engage learners more effectively
	d) Exploring Different Modalities
	   - Classroom Training
	   - E-learning
	   - Blended Learning
	   - Mentoring and Coaching
	   - Simulations and Games
	
	Exercise (5 minute)
	Minute paper

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Suggested Reading
	   - Training for Development by Udai Pareek
	   - https://unboxedtechnology.com/blog/training-delivery-methods/
	
	Spend 5 minutes to wrap up and consolidate the learnings

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Short Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 22	**Course Name: Human Resource Development: Systems and Strategies** **Topic: Training Strategy: Modalities**	**Course No.: MBA-431**

Objectives	At the end of the lesson the student shall be able to:
	  c. understand the basic concept of Training strategy: Modalities
	  d. relevance of Training Strategy and Modalities	

Teaching Aids (if any)	a. PPT b. Handouts	
Teaching Development	3. **Introduction** (5 minutes) - What is the concept of Training strategy and modalities - Visual strategies - Authority Mode - Authority strategies 4. **Development** (30 minutes) e) Introduction	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————————— Version 1.1

श्रेष्ठ 🎓 श्रम ⚙ नवीनता 💡

Please Do Not Print Unless Necessary

	-Objectives of Training strategies and modalities - Highlight the important strategies and modalities f) Scope and Coverage of Training Strategy and Modalities g) Analyze the benefits of using a variety of modalities to cater to diverse learning styles and engage learners more effectively h) Exploring Different Modalities - Classroom Training - E-learning - Blended Learning - Mentoring and Coaching - Simulations and Games Exercise (5 minute) Minute paper
Closure	3. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 4. Suggested Reading - Training for Development by Udai Pareek - https://unboxedtechnology.com/blog/training-delivery-methods/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	3. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 4. Short Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 23	**Course Name: Human Resource Development: Systems and Strategies** **Topic: Career Stages**	**Course No.: MBA-431**
Objectives	At the end of the lesson the student shall be able to: a. Analyze the key stages of a career trajectory and their unique challenges and opportunities. b. Develop strategies for personal and professional development at each career stage.	
Teaching Aids (if any)	a. PPT	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————————— Version 1.1

श्रेष्ठ 🎓   श्रम ⚙   नवीनता 💡

Please Do Not Print Unless Necessary

Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

MIET
FUTURE BEGINS HERE....

Kot Bhalwal, Jammu

Teaching Development	1. **Introduction** (5 minutes)
	- What are the stages of Career Planning
	- Career anchors
	- How important is Career Planning
	- Career Planning Process
	2. **Development** (30 minutes)
	   a) Discuss the concept of career stages as distinct periods with unique characteristics and challenges.
	   b) Explore common career stage models and their limitations (e.g., linearity, individual variations).
	   c) Analyze the value of understanding different career stages for self-awareness and planning.
	   d) Navigating Key Career Stages:
	   -Early Career: Discuss challenges like entry-level roles, skill development, networking, and establishing a career path. Share strategies like informational interviews, internships, and active learning experiences.
	   -Mid-Career: Explore challenges like career advancement, leadership development, work-life balance, and skill diversification. Share strategies like performance evaluations, mentoring, and professional development courses.
	   -Late Career: Discuss challenges like career transitions, reinventing oneself, and retirement planning. Share strategies like exploring new roles, volunteering, and financial planning
	   Exercises (5 minutes)
	   Summarising

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..
	2. Suggested Reading
	   - Training for Development by Udai Pareek
	   - https://businessjargons.com/career-stages.html
	Spend 5 minutes to wrap up and consolidate the learnings

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 24	**Course Name: Human Resource Development: Systems and Strategies** **Topic: Career Development**	**Course No.: MBA-431**

Objectives	At the end of the lesson the student shall be able to:
	   a. Analyze the importance of continuous career development and its impact on professional success.
	   b. Develop personalized strategies for ongoing skill development, networking, and professional growth.	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ——————————— Version 1.1

श्रेष्ठ 🎓   श्रम ⚙   नवीनता 💡

Please Do Not Print Unless Necessary

Teaching Aids (if any)	a. PPT b. Handouts

Teaching Development	1. **Introduction** (5 minutes)
	- What is Introduction Career Development
	- Individual Career development
	- Organizational Career development
	
	2. **Development** (30 minutes)**:**
	    a) Discuss the changing nature of work and the need for continuous learning and skill development to stay relevant.
	    b) Highlight the benefits of career development for individuals (increased job satisfaction, career advancement, higher earning potential).
	    c) Analyze the importance of a growth mindset and embracing challenges as opportunities for learning.
	    d) Identifying Development Needs:
	    -Encourage self-reflection on current skills, strengths, and areas for improvement.
	    -Introduce the Skill Development Matrix as a tool for exploring various skill categories and relevant learning resources.
	    -Guide students in identifying specific skills they want to develop based on their career goals.
	    Exercise (5 minutes)

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..
	2. Suggested Reading
	  - Training for Development by Udai Pareek
	  - Learning: https://www.linkedin.com/learning/: https://www.linkedin.com/learning/: https://www.linkedin.com/learning/: https://www.linkedin.com/learning/
	
	Spend 5 minutes to wrap up and consolidate the learnings

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 25	Course Name: Human Resource Development: Systems and Strategies Topic: Human Resource Information System (HRIS)	Course No.: MBA-431
Objectives	At the end of the lesson the student shall be able to: a. understand the meaning and Concept of Human Resource Information System	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ————————————— Version 1.1

श्रेष्ठ   श्रम   नवीनता

Please Do Not Print Unless Necessary

	b. examine the relevance of Human Resource Information System
Teaching Aids (if any)	a. PPT b. Handouts

Teaching Development	1. **Introduction** (5minutes)
	-Introduction of HRIS
	- Definitions
	-Objectives of HRIS
	2. **Development** (30 minutes)
	    a) Define HRIS as a technology system specifically designed to manage and automate various HR functions.
	    b) Discuss the historical evolution of HRIS and its increasing importance in modern organizations.
	    c) Analyze the core HRIS functionalities and their impact on data management, efficiency, and strategic decision-making.Costly
	    d) Explore the wide range of benefits offered by HRIS, including improved HR compliance, streamlined processes, enhanced employee self-service, and data-driven decision-making.
	    e) Discuss the potential cost savings, increased productivity, and improved employee satisfaction associated with an effective HRIS.
	
	    Exercise (5 minute)
	    Summarising

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Suggested Reading
	   - Training for Development by Udai Pareek
	   - https://www.aihr.com/blog/human-resources-information-system-hris/
	   - https://resources.workable.com/hr-toolkit/what-is-hris
	   - https://connecteam.com/best-hris-systems/
	Spend 5 minutes to wrap up and consolidate the learnings

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 26	**Course Name: Human Resource Development: Systems and Strategies** **Topic: Human Resource Information System**	**Course No.: MBA-431**

Objectives	At the end of the lesson the student shall be able to:
	    a. Analyze the key attributes and functionalities of a Human Resource Information System (HRIS).
	    b. Evaluate the significance of HRIS in enhancing various HR processes and organizational performance.	

Teaching Aids (if any)	a. PPT b. Handouts

Teaching Development	1. **Introduction** (5 minutes)
	-Attributes of HRIS
	- Support of HRIS
	- Significance of HRIS
	Development (30 minutes)
	   a) Define HRIS as a technology system designed to manage and automate various HR functions.
	   b) Discuss the core attributes of HRIS, including data integration, reporting and analytics, security, and user-friendliness.
	   c) Explain the difference between on-premise, cloud-based, and HRIS solutions.
	   d) Exploring Key Functionalities:
	     -Recruitment: Applicant tracking, skills matching, onboarding
	     -Performance Management: Goal setting, feedback tools, performance reviews
	     -Training: Learning management systems, course delivery, tracking progress
	     - Payroll: Automated calculations, tax compliance, direct deposit
	     -Employee Relations: Case management, communication tools, policy tracking
	   e) Human Resource Information system and its description
	   f) Subsystems of HRIS
	   g) Steps of setting up an HRIS
	   h) Application of computerised HRIS
	   i) Benefits of HRIS
	   j) Limitations of HRIS

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..
	2. Suggested Reading
	  - Human resource development by T.V Rao
	  - https://www.aihr.com/blog/human-resources-information-system-hris/
	Spend 5 minutes to wrap up and consolidate the learnings

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 27	Course Name: Human Resource Development: Systems and Strategies Topic: HRD for Workers	Course No.: MBA-431

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ———————————— Version 1.1

श्रेष्ठ श्रम नवीनता

Please Do Not Print Unless Necessary

Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

MIET
FUTURE BEGINS HERE....
Kot Bhalwal, Jammu

Objectives	At the end of the lesson the student shall be able to: a. understand the meaning and Concept of HRD for Workers b. examine the relevance of the HRD for Workers
Teaching Aids (if any)	a. PPT b. Handouts c. Caselet
Teaching Development	1. **Introduction** (5 minutes) - What is HRD for Workers ? -Objectives of HRD for workers - HRD Systems and profession - Emerging Public Sector **Development** (30 minutes) a)Define HRD as a systematic process of equipping employees with the knowledge, skills, and attitudes necessary to perform their jobs b)Discuss the changing landscape of work and the increasing need for continuous learning and development. c)Analyze the benefits of HRD for both individuals (career advancement, job satisfaction) and organizations (improved performance, innovation, talent retention). Exercise (5 minute) Case let
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 2. Suggested Reading - Human Resource Development by T V Rao - https://egyankosh.ac.in/bitstream/123456789/6579/1/Unit-9.pdf - https://www.zippia.com/advice/human-resource-development/ - Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Short quiz Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 28	Course Name: Human Resource Development: Systems and Strategies Topic: Worker Empowerment	Course No.: MBA-431

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre —————————— Version 1.1

श्रेष्ठ श्रम नवीनता

Please Do Not Print Unless Necessary

Objectives	At the end of the lesson the student shall be able to: a. Analyze the concept of worker empowerment and its potential benefits for individuals, organizations, and society. b. Evaluate different strategies and practices that can empower workers in the workplace.
Teaching Aids (if any)	a. PPT b. Handouts

Teaching Development	1. **Introduction** (5)
	 - What does it mean to feel empowered at work?
	 - How can workplaces foster employee ownership and engagement?
	 - Introduce the topic
	 - **Development** (30 minutes)
	   a) Define worker empowerment as the process of providing employees with the knowledge, skills, resources, and autonomy to make decisions and contribute meaningfully to their work.
	   b) Discuss the psychological and motivational benefits of empowerment, including increased job satisfaction, intrinsic motivation, and improved performance.
	   c) Analyze the positive impact of empowered workers on organizational outcomes like innovation, productivity, and reduced turnover.
	   d) Understanding Barriers to Empowerment:
	   e) Identify common barriers to empowerment in workplaces, such as hierarchical structures, rigid rules, lack of trust, and fear of failure.
	   f) Analyze the negative consequences of disempowered workers, including low morale, absenteeism, and counterproductive behaviors.
	   g) Quality Circles
	   h) Scope of formation of Quality Circles

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 2. Suggested Reading - Human Resource Development by T. V Rao - https://www.achievers.com/blog/employee-empowerment/ Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 29	Course Name: Human Resource Development: Systems and Strategies	Course No.: MBA-431

	Topic: Cross- functional Teams	

Objectives	At the end of the lesson the student shall be able to:
	    a. Analyze the key characteristics, benefits, and challenges of cross-functional teams.
	    b. Develop strategies for effective collaboration and communication within cross-functional teams.	

Teaching Aids (if any)	a.PPT b. Handouts	

Teaching Development	1. **Introduction** (5 minutes)
	 - Introduction of the Cross functional teams
	 - Objective of Cross functional teams
	 -Definition of cross functional teams
	 - Why and when cross functional teams
	 - Building and managing cross functional teams
	 2. **Development** (30 minutes)
	    a) Discuss the growing importance of cross-functional collaboration in today's dynamic business environment.
	    b) Analyze the key characteristics of effective cross-functional teams: shared goals, clear roles, open communication, trust, and mutual respect.
	    c) Explore the potential benefits of collaboration
	    d) Discuss common challenges faced by cross-funcional teams
	    e) Strategies for Effective Collaboration
	
	      Exercise :(5 minutes)
	      Minute Paper	

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..
	 2. Suggested Reading
	    - Human Resource Development by T.V Rao
	    - https://www.atlassian.com/work-management/project-collaboration/cross-functional-teams
	    - https://asana.com/resources/cross-functional-team
	
	 Spend 5 minutes to wrap up and consolidate the learnings	

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Discussion / short quiz Spend 5 minutes to evaluate student assimilation of the lesson contents	

Lesson Plan No. 30	**Course Name: Human Resource Development: Systems and Strategies**	**Course No.: MBA-431**

Save Paper Save Trees Save the World   Dr. Arun K. Gupta Teaching-Learning Centre ———————————— Version 1.1
श्रेष्ठ   श्रम   नवीनता
Please Do Not Print Unless Necessary

	Topic: Training and Counselling	
Objectives	At the end of the lesson the student shall be able to: a. Differentiate between training and counselling and understand their respective purposes in individual development. b. Explore the benefits and applications of both training and counselling in various settings.	
Teaching Aids (if any)	a. PPT b. Handouts	

Teaching Development	1. **Introduction** (5 minutes)
	 - Introduction of the Training
	 - Objective of the Training
	 -Definition of the Training
	 - Significance
	2. **Development** (30 minutes)
	    a) Defining Training and Counselling
	    b) Benefits and Applications
	    c) Comparison and Differentiation:Conclusion
	    d) Real-World Examples:
	
	 Exercise(5 minutes)
	Present students with two scenarios: one where an employee needs to learn a new software program and another where an employee is experiencing workplace stress. Ask them to briefly explain which intervention (training or counselling) would be more appropriate for each scenario and why. This activity gets students actively thinking and engaged in the topic.	

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..
	2. Suggested Reading
	 -Human Resource Development by T.V Rao
	 - https://positivepsychology.com/counseling-process/
	 - https://www.edumilestones.com/blog/details/what-is-counselling-definition-types-process
	
	3.Homework:
	     Ask students to research an organization known for its innovative training and development programs or employee counselling initiatives. They can analyze the specific approaches used, their impact on employees, and potential lessons learned for other organizations.
	-
	    Spend 5 minutes to wrap up and consolidate the learnings	

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents	

Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

MIET
FUTURE BEGINS HERE....

Kot Bhalwal, Jammu

Lesson Plan No. 31	Course Name: Human Resource Development: Systems and Strategies Topic: Role of HRD managers	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to:
	  a. Analyze the multifaceted role of Human Resource Development (HRD) managers in driving employee learning, growth, and performance.
	  b. Evaluate the key responsibilities and competencies necessary for effective HRD leadership in today's dynamic workplace	

Teaching Aids (if any)	a. PPT b. Handouts	

Teaching Development	1. **Introduction** (5 minutes)
	- What is role of HRD Workers
	- Responsibility of HRD Worker
	- What challenges would you face, and what skills would you need to succeed?
	- HRD expert to design and introduce participatory systems
	-**Development** (30 minutes)
	a) Define HRD management as the specialized field within HR focused on facilitating employee learning, development, and performance improvement.
	  b)Discuss the evolving role of HRD from traditional training delivery to strategic talent development and organizational transformation.
	c) Emphasize the collaborative nature of HRD, working closely with other HR functions and business leaders to achieve organizational goals.
	d) Utilize the HRD Manager Skills Wheel to showcase the diverse responsibilities, including:
	      Exercise
	      Think Pair and Share	

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these..
	2. Suggested Reading
	      - Human Resource Development by T.V Rao
	      -Harvard Business Review: "The Five Essential HR Competencies for the Digital Age": https://hbr.org/2018/10/hr-leaders-need-stronger-data-skills
	
	Spend 5 minutes to wrap up and consolidate the learnings	

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents	

Save Paper
Save Trees
Save the World
Dr. Arun K. Gupta Teaching-Learning Centre ———————————— Version 1.1

श्रेष्ठ 🎓 श्रम ⚙️ नवीनता 💡

Please Do Not Print Unless Necessary

Lesson Plan No. 32	Course Name: Human Resource Development: Systems and Strategies Topic: HRD and line managers expectations	Course No.: MBA-431
Objectives	At the end of the lesson the student shall be able to: a. understand the meaning and Concept of HRD and line managers expectations b. examine the relevance of the HRD and line managers expectations	
Teaching Aids (if any)	a. PPT b. Handouts	

Teaching Development	1. **Introduction** (5 minutes)
	 -Introduction of the meaning and the concept of line managers expectations
	 - Objective of the concept of the line managers expectations
	 -Duties of line managers
	 - Critical role in delivering HRM
	 2. **Development** (30 minutes)
	     a) Importance of line managers
	     b) **Understanding Roles and Responsibilities:**
	 - Define HRD's role in:
	 o Strategic talent development planning
	 o Training design and delivery
	 o Data analysis and evaluation of learning programs
	 -Define line managers' role in:
	 o Identifying individual development needs
	 o Motivating and coaching employees
	 o Providing on-the-job learning opportunities
	 c)Emphasize the complementary nature of these roles, each contributing unique expertise and resources to employee development.
	 d) Discuss common challenges hindering collaboration
	 Exercise (5 minutes)
	 - Quiz	

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 2. Suggested Reading -Human Resource Development by T.V Rao - https://cezannehr.com/hr-blog/2021/07/hr-vs-line-managers-productive-relationship/ - https://www.personneltoday.com/hr/hr-vs-line-manager-make-strategy-reality/ Spend 5 minutes to wrap up and consolidate the learnings	
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.	

Save Paper
Save Trees
Save the World
Dr. Arun K. Gupta Teaching-Learning Centre ———————— Version 1.1
श्रेष्ठ श्रम नवीनता
Please Do Not Print Unless Necessary

	Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 33	Course Name: Human Resource Development: Systems and Strategies Topic: HR Business Partner for Line Managers	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to:
	  a. understand the meaning and Concept of HR Business Partner for line managers expectations
	  b. examine the relevance of the Ulrich and Brockbank's 5 Roles	

Teaching Aids (if any)	a.PPT b. Course handout	

Teaching Development	1. **Introduction** (10 minutes)
	  -Introduction of the HR business partner for Line managers expectations
	  - Objective
	  -Motivation for developing responsibility
	  - Brief overview of the traditional HR model vs. HR business partnering.
	  -Importance of HR collaboration with line managers in achieving organizational goals.
	  -Setting the stage for the role of HR as a strategic business partner for line managers.
	2. **Development** (30 minutes)
	  a) Brief overview of the traditional HR model vs. HR business partnering.
	  b) Importance of HR collaboration with line managers in achieving organizational goals.
	  c) Setting the stage for the role of HR as a strategic business partner for line managers.
	  d) Problems
	  e) Challenges
	  f) Supporting Middle Managers
	  g) Conclusion	

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 2. Suggested Reading -Human Resource Development by T.V Rao Spend 5 minutes to wrap up and consolidate the learnings	
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre ————————————— Version 1.1

श्रेष्ठ 🎓 श्रम ⚙ नवीनता 💡

Please Do Not Print Unless Necessary

	Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 35	**Course Name: Human Resource Development: Systems and Strategies** **Topic: HRD Systems, Processes, Outcomes and Organizational Effectiveness**	**Course No.: MBA-431**

Objectives	At the end of the lesson the student shall be able to: c. understand the meaning and Concept of HRD Systems, Processes, Outcomes and Organizational Effectiveness d. examine the relevance of the HRD Systems, Processes, Outcomes and Organizational Effectiveness e. discuss the methodology and subsystems of HRD systems. f. explore the relationship between HRD outcomes and organizational effectiveness.
Teaching Aids (if any)	a. PPT b. Handouts
Teaching Development	2. **Introduction** (10 minutes) -Introduction of meaning and concept of HRD Systems - Objective of the HRD Systems -Requirement of a HRD System - Outcomes and Organizational Effectiveness - Explain the concept of HRD and its importance in organizations. - Define HRD systems, processes, and outcomes. - Introduce the concept of organizational effectiveness. **Development** (30 minutes) - Discuss the HRD systems, including the subsystems, such as training and development, performance management, succession planning, and organizational learning. - Explain the HRD processes, including needs analysis, design, development, implementation, and evaluation. - Discuss the HRD outcomes, including knowledge, skills, attitudes, and
Closure	3. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 4. Suggested Reading - Human Resource Development by T.V Rao - Human Resource Development: A Strategic Approach to Organizational Effectiveness" by J. A. Ulrich and J. J. Lake. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	2. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.

	Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 36	Course Name: Human Resource Development: Systems and Strategies Topic: Outcomes and Organizational Effectiveness	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to: a. understand the concept of HRD (Human Resource Development) outcomes and their impact on organizational effectiveness. b. discuss the different types of HRD outcomes. c. explore the relationship between HRD outcomes and organizational effectiveness. d. examine the relevance of the outcomes Organizational Effectiveness
Teaching Aids (if any)	a. PPT b. Handouts
Teaching Development	1. **Introduction** (10 minutes) -Explain the concept of HRD and its importance in organizations. -Define HRD outcomes. - Introduce the concept of organizational effectiveness. -Discussion of Outcomes and organizational effectiveness **Development** (30 minutes) - Discuss the different types of HRD outcomes, including knowledge, skills, attitudes, and behaviors. - Explain the importance of each type of outcome in achieving organizational effectiveness. - Provide examples of how each type of outcome can be measured. - Discuss the relationship between HRD outcomes and organizational effectiveness, including the impact of HRD on employee performance, job satisfaction, and organizational culture. - Explain the role of HRD in achieving strategic goals and objectives. **Exercise** (5 minutes) - Summariaing

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 2. Suggested Reading - Human Resource Development by T.V Rao Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 37	**Course Name: Human Resource Development: Systems and Strategies Topic: Tata Consultancy Services: A Systems Approach to Human Resource Development**	**Course No.: MBA-431**

Objectives	At the end of the lesson the student shall be able to:
	    c. understand the Tata Consultancy Services (TCS) as a case study for a systems approach to Human Resource Development (HRD).
	    d. discuss the HRD systems, processes, and outcomes at TCS.
	    e. explore the relationship between TCS's HRD approach and organizational effectiveness. examine various changes introduced in Tata Consultancy services
	    f. analyzese the significant changes in the Tata Consultancy services	

Teaching Aids (if any)	a. Discussion b. Case Study	

Teaching Development	3. **Introduction** (10 minutes)
	    - Ask questions
	      What is the background and History of the Company?
	      What are the challenges in implementing Human Resource Development
	    - Introduce the background of the company
	    - Talk about the challenges being faced by the company
	
	 4. **Development** (30 minutes)
	     f) Introduction
	    - Define the problem area of the case
	    - Highlight the six core areas where Tata Consultancy Services established its Human Resource Development
	     b) Human Resource Development
	     c) Future Implications
	     Exercise (5 minutes) –	

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre —————————————— Version 1.1

श्रेष्ठ   श्रम   नवीनता

Please Do Not Print Unless Necessary

Closure	4. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 5. Suggested Reading Harvard Business Publishing House Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	3. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 1	**Course Name: Human Resource Development: Systems and Strategies** **Topic: Introduction to Human Resource System**	**Course No.: MBA-431**
Objectives	At the end of the lesson the student shall be able to: m. understand the concept of Human Resource System n. Relevance of studying Human Resource System	
Teaching Aids (if any)	m. Ppt n. Handout with key terms and definitions	
Teaching Development	11. **Introduction** (5 minutes) - Ask questions What is Human Resource System What are the characteristics of Human Resource System - Introduce the concept of Human Resource System - Talk about issues - Introduce the formal definition of Human Resource System 12. **Development** (30 minutes) q) Introduction - Define Human Resource System - Highlight the important characteristics, implications and its relevance - Purpose of studying Human Resource System - r) Meaning of Human Resource System - Concept of Human Resource System - Definitions of Human Resource System - Philosophy behind Human Resource System - Cases to be discussed Exercise (5 minutes) – Minute Paper	

Closure	19. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 20. Discuss the University Questions from the Syllabus. 21. Suggested Reading Human Resource Development by T.V Rao https://blog.grovehr.com/bamboohr-alternatives Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	10. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 11. Quiz Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 38	Course Name: Human Resource Development: Systems and Strategies Topic: AW ltd. Managing Change	Course No.: MBA-431
Objectives	At the end of the lesson the student shall be able to: g. analyze the challenges faced by AW Ltd. in managing change. h. understand the impact of organizational structure, leadership, and resistance to change on change management. i. propose alternative solutions to the issues identified in the case study. understand the basic concept in the Case Study j. examine various changes introduced in AW ltd. k. analyze the significant changes in the AW ltd.	
Teaching Aids (if any)	a. ppt b. case study	
Teaching Development	5. **Introduction** (10 minutes) - Ask questions What is the background and History of the Company? What are the challenges in implementing Performance Management system - Introduce the background of the company - Talk about the challenges being faced by the company 6. **Development** (30 minutes) a) Define the problem area of the case - Highlight the six core areas where AW ltd. Uses Human Development Systems and Strategies - Analyze the strained relationship between the Vice President of Human Resources and the Vice President of Finance. - Discuss the resistance to change and the impact of the traditional work culture on change management. Evaluate the role-related issues in the production department and their influence on change initiatives. b) Human Resource Strategies and Systems c) Future Implications	

MIET
FUTURE BEGINS HERE....
Kot Bhalwal, Jammu

**Model Institute of Engineering
& Technology (Autonomous)**
Lesson Plan

Closure	6. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 7. Suggested Reading Harvard Business Publishing House Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	4. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 39	**Course Name: Human Resource Development: Systems and Strategies** **Topic: Somany Ceramics: Recruitment Challenges**	**Course No.: MBA-431**
Objectives	At the end of the lesson the student shall be able to: l. understand the basic concept in the Somany Ceramics m. examine various changes introduced in Somany Ceramics n. analyze the significant changes in the Somany Ceramics	
Teaching Aids (if any)	a. PPT b. Case Study	

Teaching Development	7. **Introduction** (10 minutes)
	 - Ask questions
	     What is the background and History of the Company?
	     What are the challenges in implementing Somany Ceramics
	 - Introduce the background of the company
	 - Talk about the challenges being faced by the company
	
	 8. **Development** (30 minutes)
	 - Define the problem area of the case
	 - Highlight the six core areas where Somany Ceramics:Uses Human Development Systems and Strategies
	 - Discuss Somany Ceramics' business development strategies, including product diversification, market expansion, and innovation.
	 - Analyze the company's management approach, including leadership, organizational structure, and operational efficiency.
	
	 Exercise (5 minutes) –	

Closure	8. Summarize the Lesson Learning Outcomes and get affirmation from students on these..
	9. Suggested Reading
	Harvard Business Publishing House
	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	5. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.
	Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 40	Course Name: Human Resource Development: Systems and Strategies Topic: HR as Transformation Partner in Maruti Suzuki India ltd.	Course No.: MBA-431

Objectives	At the end of the lesson the student shall be able to: o. understand the basic concept in the p. examine various changes introduced in q. analyze the significant changes in the
Teaching Aids (if any)	Discussion
Teaching Development	9. **Introduction** (10 minutes) - Ask questions What is the background and History of the Company? What are the challenges in implementing as HR as Transformation - Introduce the background of the company - Talk about the challenges being faced by the company 10. **Development** (30 minutes) g) Introduction - Define the problem area of the case - Highlight the six core areas where Maruti Suzuki, Uses Human Development Systems and Strategies b) Human Resource Strategies and Systems d) Future Implications Exercise (5 minutes) –

Closure	10. Summarize the Lesson Learning Outcomes and get affirmation from students on these.. 11. Suggested Reading Harvard Business Publishing House Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	6. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Spend 5 minutes to evaluate student assimilation of the lesson contents

Save Paper
Save Trees
Save the World

Dr. Arun K. Gupta Teaching-Learning Centre —————————————————— Version 1.1

श्रेष्ठ 🎓 श्रम ⚙️ नवीनता 💡

Please Do Not Print Unless Necessary