School of Management

Details of Lesson Plan

S.No.	Particulars	Details
1.	Course Name	Human Resource Development: System and Strategies
2.	Course Code	MBA-431
3.	Academic Year	2024-25
4.	Semester	IV
5.	Number of Lesson plans	40
6.	Faculty Assigned	Dr. Deeksha Singh

Deeksha Singh

Faculty Signature

Lesson Plan No. 0	Course Name: Human Resource Development- System and Strategies Topic: Introduction	Course No.: MBA-421

Objectives	At the end of the course the student shall be able to: a. Understand the fundamental concepts and significance of Human Resource Development. b. Design and implement effective training and development programs. c. Evaluate the impact of HRD initiatives on organizational performance. d. Analyze various models and frameworks of employee development. e. Apply HRD strategies to address real-world organizational challenges.
Teaching Aids (if any)	a. Power point presentation
Why HRD???	*"The growth and development of people is the highest calling of leadership." – Harvey S. Firestone* Human Resource Development (HRD) is a critical component for organizations aiming to enhance employee capabilities, foster professional growth, and maintain a competitive edge. For MBA students specializing in Human Resources, mastering HRD equips them with the skills to design and implement effective training programs, manage talent development, and drive organizational success.
Open-Ended Questions	Q1.How can organizations measure the effectiveness of their HRD programs? Q2.In what ways does HRD contribute to achieving strategic organizational goals? Q3.What are the challenges in implementing HRD initiatives in multinational corporations? Q4.How can technology be leveraged to enhance Human Resource Development?

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Videos to be watched	https://www.youtube.com/watch?v=9oONwRBRvj4 https://www.youtube.com/watch?v=O5vilDnRSYs&list=PLdinyWzDfipP1lDVCKTCZeHuA46siBTDk
Assessment & Evaluation	**Mid-Semester Test (MST):** A written examination covering theoretical aspects and practical applications discussed in class. **Presentations:** Group presentations analyzing case studies of companies' financial strategies, highlighting successes and areas for improvement. **Assignment:** Students will prepare assignments on the basis of topics assigned **In-Class Activities:** Interactive exercises such as financial simulations, role-playing scenarios, and problem-solving sessions to reinforce learning. **Final Exam:** Final exam of 70 marks will be conducted at the end of the session

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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. explain the 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 pgno- 1-7
	   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 -What is a Human Resource Management System (HRS), and why is it important in modern organizations? -What are the key features and functions of an HRS? -Can you list some popular HR software used in organizations

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	today? Spend 5 minutes to evaluate student assimilation of the lesson contents

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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. explain the 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 pgno- 1-7 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. -What is a Human Resource Management System (HRS), and why is it important in modern organizations? -What are the key features and functions of an HRS? -Can you list some popular HR software used in organizations

	today? Spend 5 minutes to evaluate student assimilation of the lesson contents

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:
	  a. understand the functions of Human Resource System
	  b. articulate different aspects of Human Resource System	

Teaching Aids (if any)	a. PowerPoint presentation on functions of Human Resource System b. Handouts functions of Human Resource System	

Teaching Development	1. **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
	2. **Development** (30 minutes)
	  a) Introduction
	    -Core Functions of HR Systems
	    -Present each core function: Recruitment & Hiring, Payroll & Compensation, Performance Management, Training & Development, Employee Relations.
	  b) 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
	  c) 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	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 pgno-7-11 Spend 5 minutes to wrap up and consolidate the learning

Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.
	  - How does an HRS improve the efficiency of HR processes compared to traditional/manual methods?
	  - What challenges might organizations face while implementing an HRS?
	  - Can you think of an industry where the use of an HRS would be most

	beneficial? Why?
	- How does an HRS contribute to employee satisfaction and engagement?
	Spend 5 minutes to evaluate student assimilation of the lesson contents

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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: a. understand the designing of Human Resource System b. articulate the designing of Human Resource System c. analyse the detailed concept of designing of human resource system	
Teaching Aids (if any)	a. PPT b. 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	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 -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	

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

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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: a. Identify and analyze the key challenges faced by organizations in implementing effective Human Resource Development (HRD) initiatives. b. Develop critical thinking skills to propose innovative solutions and strategies for overcoming these challenges and achieving impactful HRD outcomes.	
Teaching Aids (if any)	a. PPT b. Handouts	

Teaching Development	1. **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
	
	 2. **Development** (30 minutes)
	    a) Introduction
	 - Define different HR Challenges
	 - Highlight the important characteristics and its relevance
	 - Examples
	    b) Importance of HR Strategies
	    c) Explore and analyze potential solutions for each challenge
	
	    d) 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
	 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	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. 2. Short quiz on key HRD challenges and best practices Spend 5 minutes to evaluate student assimilation of the lesson contents	

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:
	   a. 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)	a. PPT b. Course handout	

Teaching Development	1. **Introduction** (5 minutes)
	   - Ask questions
	      What is the Human Resource Development
	      Why HRD is important
	   - Introduce the concept of supply forecasting
	2. **Development** (30 minutes)
	    a) Introduction
	   - Difference between HRM and HRD
	   - Highlight the important characteristics and relevance of HRD
	    b) Shared Value programs
	    c) Efficiency culture in the organization
	    d) Example of Human Resource Development
	
	      Exercise (5 minutes) –
	   Short cases to be discussed	

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://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	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.
	2. 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

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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	

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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: a. understand the functions of Human Resource System b. articulate different aspects of Human Resource System
Teaching Aids (if any)	a. PPT b. Handouts

Teaching Development	1. **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
	 2. **Development** (30 minutes)
	    a) Introduction
	      -Core Functions of HR Systems
	      -Present each core function: Recruitment & Hiring, Payroll & Compensation, Performance Management, Training & Development, Employee Relations.
	    b) 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
	    c) 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	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 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

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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.
	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.	
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. 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.	
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.	

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	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	Course No.: MBA-431
	Topic: Organisational climate and effectiveness	
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 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
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 Topic: Performance Appraisal techniques and assumptions	Course No.: MBA-431

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.	

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Lesson Plan No. 13	Course Name: Human Resource Development: Systems and Strategies Topic: Performance Appraisal techniques and assumptions	Course No.: MBA-431

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	

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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

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Lesson Plan No. 13	Course Name: Human Resource Development: Systems and Strategies Topic: Performance Appraisal techniques and assumptions	Course No.: MBA-431
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	

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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

Lesson Plan No. 13	Course Name: Human Resource Development: Systems and Strategies Topic: Performance Appraisal techniques and assumptions	Course No.: MBA-431

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	

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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

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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	

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. 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	

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Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.
	2. Suggested Reading
	   - Original NIST Paper on Cloud Computing
	     http://faculty.winthrop.edu/domanm/csci411/Handouts/NIST.pdf
	3. Homework
	   - Create your video log highlighting cloud computing concepts and submit on Google classroom.
	
	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 on Cloud Computing Spend 5 minutes to evaluate student assimilation of the lesson contents

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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 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 counselling 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
	Spend 5 minutes to evaluate student assimilation of the lesson contents

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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	

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	

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:
	   - 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. 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
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	    - 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
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	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

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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:
	    - 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
	  -	

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	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

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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:
	     - 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 -	

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	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

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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. 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)	a.PPT b. Handout	

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	

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	Spend 5 minutes to evaluate student assimilation of the lesson contents