

# **IMB 801B/ IMB 901B**

## **HUMAN RESOURCE DEVELOPMENT**

### **Module – I : Evolution & Concept of HRD**

Evolution of the concept of HRD, HRD Functions, Role of HRD Professional, HRD Climate & its elements, HRD Matrix, Role of Line Managers in HRD. Assessing HRD needs : Concept, process and Techniques.

Learning and HRD – Maximizing Learning, Learning Process, Learning Strategies and Styles. HRD Interventions – Strategy and types.

### **Module – II : Training Methods and HRD Evaluation**

Introduction, Training Delivery Methods, On the job (OJT) Training Methods – JIT, Simulation, Job Rotations, Coaching and mentoring Class Room Training Approaches lecture Approach, Discussion Method, Experiential Methods, Computer Based Training Methods. Evaluation – Purpose of HRD Evaluation, Models and Framework Evaluation Kirkpatrick's framework and Philips Models, Data Collection for Evaluation, Research Design, Ethical Issues, Assessment of the Impact of HRD Program.

### **Module – III : Organizational Development & HRD**

Organizational Development – Concepts and Theories (Change process theory and implementation theory). Organizational Culture-Work force diversity and HRD.

Managing Workforce Diversity, Issues and challenges of HRD in cross – cultural Environment for Global Work Place.

### **Module – IV : HRD Practices in Organizations :**

NALCO, Reliance, TCS, Telecom

### **Recommended Books :**

1. Human Resource Development, Werner / Desimone – Cengage
2. Human Resource Development, D.K. Battacharya – HPH
3. Human Resource Development, T.V. Rao, Oxford.
4. Organization Development and Transformation, Mc Graw Hill
5. Human Resource Development and Management, A.M. Sheikh, S. Chand