

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, and 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

Reference Book:

5. Human Resource Development, DK Bhattacharya, HPH
6. Human Resource Development, TV Rao, Oxford