

Course No. 504
Marks: 80

HUMAN RESOURCE DEVELOPMENT (HRDT XX)

Hours: 40

Objective : The objective of this course is to provide theoretical knowledge about different HRD practices.

Course Contents:

- Unit-I:** Introduction to HRD: Concept, Growth, Position of HRD in Human Resource Management, Objectives, Scope, Need and Importance of HRD. Role of a HRD Manager. 20 : 10 hrs
- Unit-II:** HRD Structure, HRD Culture and Climate, HRD as a System, Role of Line Managers in HRD System, HRD Audit. 20 : 10 hrs
- Unit-III:** HRD Practices in India, Objective of Strategic HRD, Components and Principles of Strategic HRD. 20 : 10 hrs
- Unit-IV:** Training and Development- Meaning and Importance. Methods of Training. Identification of Training Needs. Implementation and evaluation of Training and Development Programme. Executive/ Management Development. 20 : 10 hrs

Text and Reference Books:

1. Krishnaveni R. (2008): *Human Resource Development* ; EXCEL BOOKS, New Delhi-110 028.
2. Mahanty Kalyni and Routray Padmalita: *Human Resource Development and Organizational Effectiveness* ; EXCEL BOOKS, New Delhi-110 028.
3. Maheswari B. L. and Singha Dhari P. : *Management of Change through HRD* ; Tata Mc Graw Hill, New Delhi.
4. Bhattacheryya: *Performance Management System and Strategy*, Pearson, New Delhi.
5. Singh: *Employee Relations Management*, Pearson, New Delhi.