DSE-III (HUMAN RESOURCE)

BBA III Year		BBA-E517/617		Semester-V/VI	
		HRD Systems And Strategies			
Total Lectures	Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Semester Examination (ESE)	Maximum Marks (MM)	Total Credits
60	3 Hrs.	30	70	100	06

OBJECTIVE: The course gives an overview of the need for HRD and HRD practices which can develop and improve an Organization's systems and strategies leading to an optimal HRD climate.

- Human Resource Development (HRD): Concept, Origin and Need, Relationship between human resource management and human resource development; HRD as a Total System; Activity Areas of HRD: Training, Education and Development; Roles and competencies of HRD professionals.

  (12 Hours)
- HRD Process: Assessing need for HRD; Designing and developing effective HRD programs; Implementing HRD programs; Evaluating HRD programs. **(12 Hours)**
- HRD Interventions: Integrated Human Resource Development Systems, Staffing for HRD; Physical and Financial Resources for HRD. HRD and diversity management; HRD Climate; HRD Audit.

  (12 Hours)
- HRD Applications: Coaching and mentoring, Career management and development; Employee counselling; Competency mapping, High Performance Work Systems, Balanced Score Card, Appreciative inquiry. Integrating HRD with technology. **(12 Hours)**
- Evaluating the HRD Effort; Data Gathering; Analysis and Feedback; Industrial relations and HRD. HRD Experience in Indian Organizations, International HRD experience, Future of HRD. **(12 Hours)**

SUGGESTED READINGS:
1. Haldar, U. K. (2009). *Human resource development*. India: Oxford University Press.
2. Kapur, S. *Human resource Development and Training in Practice*. London: Beacon Books.
3. Lynton, R. P. & Pareek, U.(1990).*Training for Development*. Ghaziabad: Vistaar publication.
4. Mankin, D. (2011). *Human resource development*. India: Oxford University Press.
5. Nadler,L. *Corporate human Resource Development*. New York: Van Nostrand Reinhold.
6. Rao, T.V. and Udai, P. (1997). *Designing and Managing Human Resource Systems*. New Delhi: Oxford and IBH Publication Ltd.
7. Rao, T.V. (2002).*Reading in human Resource Development*. New Delhi: Oxford IBH Publication Ltd.
8. Rao, T.V. (1999). *Human Resource Development*. Mumbai: Sage publication.
9. Rao, T.V. (2003). *Future of HRD*. Macmillan Publishers India.
10. Viramani B.R. and Pramila, S. *Evaluating Management Training and Development*. Kolkata: Vision Books.
11. Werner J. M. & DeSimone, R.L. (2011).*Human resource development*. California: South Western Press.

NOTE: The list of cases, specific references and books including recent articles will be announced in the class by concerned teachers from time to time.