DSE-III (HUMAN RESOURCE)

BBA III/IV Year	BBA-E125		Semester-V/VI/VII/VIII		
	HRD System and Strategies				
Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Term Examination(ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
3 Hrs.	30(20+10)	70	100	04	40

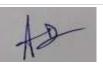
	Course Outcomes:	Mapped Program Outcomes
CO.1	Students will be able to frame HRD programs and evaluate it.	PO1, PO4, PO5
CO.2	It will make understand the concept of HRD Matrix and HRD	PO3, PO6
	interventions.	
CO.3	Sensitizing students towards developing employees for achieving	PO3, PO5, PO7
	personal and organizational goals.	
CO.4	It will give a holistic perspective of the organization keeping human in	PO5, PO6, PO8
	the centre.	
CO.5	It empowers students to hone skills to address the realities of	PO1, PO2, PO5, PO8
	organizations while developing context specific strategies for human	
	resource development.	

- 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.
- HRD Process: Assessing need for HRD; Designing and developing effective HRD programs; Implementing HRD programs; Evaluating HRD programs. HRD Interventions: Integrated Human Resource Development Systems, HRD and diversity management; HRD Climate; HRD Audit. (12 Hours)
- HRD Applications: Coaching and mentoring, Career management and development; Employee counselling; Competency mapping, (8 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.

SUGGESTED READINGS:

- 1. Mehta.M.C. (2020). Human Resource Development: Bharti Publications; First Edition.
- 2. Jon M. Werner (2016). *Human Resource Development:* Cengage Learning India Private Limited; Sixth edition.
- 3. Haldar, U. K. (2009). *Human resource development*. India: Oxford University Press.
- 4. Lynton, R. P. & Pareek, U.(2000). *Training for Organizational Transformation*: Sage publications Pvt Ltd..
- 5. Mankin, D. (2011). *Human resource development*. India: Oxford University Press.







- 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. Werner J. M. & DeSimone, R.L. (2011). *Human resource development*. California: South Western Press.
- 11. McGuire, D. (2014). Human resource development. Sage.
- 12. Swanson, R. A. (2022). *Foundations of human resource development*. Berrett-Koehler Publishers.

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.



AD

