

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

- 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. **(8 Hours)**
- 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. **(12 Hours)**

#### 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.

