Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Semester Examination (ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
3 Hrs.	**30**	**70**	**100**	**03**	**40**

OBJECTIVE: The main objective of the course is to help students to learn the various issues, trends and training and development in human resources.

- Foundation of Human Resource Development: Introduction to Human Resource Development, Influence on Employee Behavior, Learning and HRD, Performance and its Determinant, Competency Mapping, knowledge management. **(8Hours)**
- Framework for Human Resource Development: Assessing HRD needs, Designing effective HRD programs, Implementing HRD programs and Evaluating the HRD programs. Line Managers and HRD. **Case Study1:** Talent management and succession planning in emerging Asia. **(8Hours)**
- Human Resource Development Applications: Employees Socialization and Orientation, Skills and Technical Training, Coaching, Mentoring and Performance Management, Multi Source Feedback Systems (MAFs). **(8Hours)**
- Employees Counselling and Wellness Sevices, Career Management and Management Development, Organization and change, HRD and Diversity. **Case Study2:** Global outsourcing- USTC's entry into India: HR issues. **(8Hours)**
- HRD issues and experience: HRD strategies and experiences of Indian Companies, HRD in Health Care, Government and Public system, Human Resource Audit. **(8Hours)**

SUGGESTED READINGS:
1. Haldar, U.,K.(2009). *Human Resource Development*(1st Ed.). USA:OxfordUniv.Press.
2. Mcgoldrick, J., Stewart, J. & Watson, S. (2012).*Understanding Human Resource Development: A Research.based Approach*. New York:Rout ledge Tylor & Francis Group
3. Pareek, U. & Purohit (2009), *Training Instruments in HRD & OD*. New Delhi:Tata McGraw Hill.
4. Gupta, S. & .Gupta, S. (2008), *Human Resource Development.Concepts and Practices*.NewDelhi:DDP.
5. IGNOU(updated). Study Material of HRD (MS-22). New Delhi
6. Rao, T.V. (2008), *Readings in Human Resource Development*. New Delhi:Oxford& IBH Publishing Co. Pvt. Ltd.
7. Singh, S. K. (2008), *Human Resource Development.* New Delhi:AltanticPublisher:New Delhi.
8. Sahu, B. P. (2004). *Human Resource Development For Industrial Workers*. New Delhi:Mittal Publications.
9. Werner, J. M. & DeSimone, R. L.(2012). *Human Resource Development* (5 Ed). New Delhi:Cengage learning.
10. Wilson, J. P.(2005). *Human Resource Development: Learning and Training for Individuals & Organizations* (2Ed). London:.Kogan Page Limited.
11. **Case Study1:**https://www.emeraldinsight.com/doi/full/10.1108/EEMCS-06-2013-0106.
12. **Case Study2:**https://www.emeraldinsight.com/doi/full/10.1108/20450621111149805.
NOTE: The list of cases, specific reference and books including recent articles will be announced in the class by concerned teachers from time to time.

MBE II Year	**MBE-E328/428**	**Semester-III/IV**