

# GUJARAT TECHNOLOGICAL UNIVERSITY

## MASTER OF BUSINESS ADMINISTRATION (Global Program)

**Year – II (Semester – IV) (W.E.F. January 2014)**

**Specialization: Human Resource Management (HRM)**

**Subject Name: Human Resources Development (HRD)**

**Subject Code: 2840301**

**1. Course Objective:** The objective of the course is to acquaint the students with Human Resources Management and to develop in them the ability to acquaint them in the corporate world. The main purpose is to assist the students in developing skills – soft and hard, and decision making in the organisations.

**2. Course Duration:** The course duration is of 36 sessions of 75 minutes each, i.e. 45 hours.

### **3. Course Contents:**

<b>Module No:</b>	<b>Module Content</b>	<b>No. of Sessions</b>	<b>Marks (70)</b>
I	Introduction, Definitions of HRD, Evolution of HRD, HRD and HRM, HRD Functions, Role of HRD, Professional, Challenges to organizations and HRD, Professionals, Framework for HRD Process, Definitions, Purpose of Needs, Levels of Need analysis, Strategic/Organizational Analysis,	8	18
II	Competency , Mapping and Career Management, Designing Effective HRD programs, Defining the objectives of the HRD interventions, Selecting the Trainer, Preparing a lesson Plan, Selecting training methods, Preparing training materials, Scheduling HRD Programs	8	18

III	Training Delivery methods, On-Job Training methods, Class- room Training approaches, Computer based training programme, Implementing the Training Programs, Purpose of HRD Evaluation, Models and frameworks of evaluation, Accessing impact of HRD Programs, Ethical issues concerning Evaluation	8	17
IV	Management Development and skills and technical training: Management education, training and experiences, basic workplace competencies, technical training, interpersonal skills, professional developments and education, coaching and performance management	8	17
V	<b>Practical Module:</b> <ol style="list-style-type: none"> <li>1. We can specifically focus, where student can undertake practical projects/assignments as a part of CEC. Thus they will learn through practical exercise.</li> <li>2. The technique of designing actual training programme for skill development.</li> <li>3. Undertake evaluation of existing training conducted by company for skill and competency level before and after training and development programme conducted.</li> <li>4. Undertake training impact analysis in any company.</li> <li>5. Cost benefits analysis of any training and Development programme.</li> </ol>	4	(20 Marks of CEC Internal

#### 4. Teaching Methods:

The following pedagogical tools will be used to teach

this course: (1) Lectures and Discussions

(2) Assignments and Presentations

(3) Case Analysis

#### 5. Evaluation:

A	Projects/ Assignments/ Quizzes/ Individual or group Presentation/ Class participation/ Case studies etc	Weightage 50 marks (Internal Assessment)
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<b>B</b>	Mid-Semester Examination	Weightage 30 marks (Internal Assessment)
<b>C</b>	End –Semester Examination	Weightage 70 marks (External Assessment)

#### 6. Text Books:

<b>Sr. No.</b>	<b>Author</b>	<b>Name of the Book</b>	<b>Publisher</b>	<b>Edition</b>
T1	Werner & Desimone	Human Resource Development	Cengage Learning	Latest
T2	Udai Pareekh & T.V.Rao	Designing and Managing Human Resource Systems	Oxford	Latest Edition
T3	Mankin	Human Resource Development	Oxford	Latest Edition

#### 7. Reference books:

<b>Sr. No.</b>	<b>Author</b>	<b>Name of the Book</b>	<b>Publisher</b>	<b>Edition</b>
R1	Pareekh Udai & TV Rao	Understanding HRD System	Tata McGraw-Hill	Latest Edition
R2	Noe	Human Resources Development	Tata McGraw-Hill	Latest Edition
R3	Biswanath Ghosh	Human Resource Development &	Vikas	Latest Edition
R4	Richard A Swanson PhD Elwood F. Holton	Foundations of Human and Resource Development	Berrett-Koehler	Latest Edition
R5	P. L. Rao	Training and Development	Excel	Latest Edition

**8. Lists of Journals/ Periodicals/ Magazines/ Newspapers:** Journal of Human Resource Development. Management Review- IIM Bangalore, Vikalpa- IIM Ahmedabad, Human Capital

NB: The Instructor/s (Faculty Member/s) will be required to guide the students

regarding suggested readings from Text(s) and references in items 6 and 7 mentioned above.

### 9. Session plan:

Session no.	Topic
1-4	Introduction, Definitions of HRD, Evolution of HRD, HRD and HRM, HR Functions, Role of HRD Professional, Challenges to organizations and HRD Professionals, Framework for HRD process (Cases as applicable)
5-8	Definitions, Purpose of Needs, Levels of Need analysis, Strategic/Organizational Analysis, Task analysis, Person analysis, Prioritizing HRD Needs,
9	Competency Mapping, Career management
10-14	Defining effective HRD programs, defining the objectives of the HRD interventions, Selecting the Trainer, Preparing a lesson Plan,
15-16	Selecting training methods, Preparing training materials, Scheduling HRD , Programs (Cases as applicable)
17-20	Training Delivery methods, On-Job Training methods, Class-room Training approaches
21-23	Computer based training programme, Implementing the Training Programs (Cases as applicable)
24-28	Purpose of HRD Evaluation, Models and frameworks of evaluation, Accessing impact of HRD Programs, Ethical issues concerning Evaluation (Cases as applicable)
29	Management education, training and experiences (Cases as applicable) Basic workplace competencies, technical training and interpersonal skills
30-32	Professional developments and education, coaching and performance management (Cases as applicable)

33-36	<p><b>Practical Module:</b></p> <ol style="list-style-type: none"> <li>1. We can specifically focus, where student can undertake practical projects/assignments as a part of CEC. Thus they will learn through practical exercise.</li> <li>2. The technique of designing actual training programme for skill development.</li> <li>3. Undertake evaluation of existing training conducted by company for skill and competency level before and after training and development programme conducted.</li> <li>4. Undertake training impact analysis in any company.</li> <li>5. Cost benefit analysis of any training and development programme.</li> </ol>
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