



HIMACHAL PRADESH NATIONAL LAW UNIVERSITY, SHIMLA

SEMESTER- V

B.B.A. LL.B. (Hons.)

PAPER CODE: LB-M 406

COURSE TITLE: Human Resource Development

CREDITS-04

Module-1

The Fundamentals of Human Resource Development

- 1.1 Introduction to HRD: Meaning, scope and evolution of HRD
- 1.2 Functions of HRD: Roles and competencies of HRD professionals, framework for HRD process, challenge to organization and HRD professionals
- 1.3 Factors Influencing Employee Behavior: Model of employee behavior,
- 1.4 Factors influencing employee behavior
- 1.5 HRD Matrix

Module-2

Frame work of Human Resource Development

- 2.1 Assessing HRD Needs: Task analysis, person analysis, the HRD process
- 2.2 Designing and Implementing effective HRD Program: HRD Intervention, identifying training needs, implementation of training programs, training methods and media, training delivery method
- 2.3 Evaluation of HRD Program: The purpose of HRD evaluation, models and Framework of evaluation, assessing the Impact of HRD Programs
- 2.4 Learning Principles and Learning Styles
- 2.5 Training Methods

Module-3

Human Resource Development Applications

- 3.1 Career Management and Development: Career concepts, models of career development, issues in career development
- 3.2 Management Development: Strategies for management development, approaches used to develop manager
- 3.3 Organization Development and Change: OD theories and concepts,
- 3.4 Designing intervention strategy
- 3.5 Individual v/s inter group interventions

Module-4

Emerging Issues in Strategic HRD

- 4.1 Globalization of business and their Impact on HRD
- 4.2 Managing Diversity of Workforce
- 4.3 Employee Counselling and Wellness Services: Employee assistance programme
- 4.4 Stress management and intervention
- 4.5 Issues in employee counselling

Prescribed Text Books:

1. Werner M. John and Simone L. Randy (2011). Human Resource Development. Sixth edition. Cengage Learning, Inc. Florence, KY.
2. Mankind David (2010). Human Resource Development and Management. Oxford Printing Press. New Delhi.
3. Bhattacharyya, D.R. (2009). Human Resource Development. Himalaya Publishing House.

Suggested Extra Readings:

1. Pareek, V. and Rao, T.V. (2010). Designing and Managing Human Resources System. Oxford and IBH Publishing Co. New Delhi.
2. Sheikh A.M. (2010). Human Resource Development and Management. Third Edition. S. Chand & Co. Ltd. New Delhi.


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