



HIMACHAL PRADESH NATIONAL LAW UNIVERSITY, SHIMLA

Semester: V

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

Paper Code: BBL-505M

Human Resource Development

Credit - 04

Introduction:

The course is designed to help students to understand the emerging need and functions of Human Resource Development (HRD) in context to organizational goals, development and strategies. The main focus of course is to identify content, outcomes and processes of HRD applications and to understand diverse issues in HRD with their implications on the organization. It is very important for future managers to understand different interventions that can be used across various institutional cultures. Therefore, in order to train students to apply the concepts of HRD and Organizational Development (OD) interventions for managing change and bringing out organizational effectiveness this course will be of utmost importance.

Course Objectives:

1. To understand major historical events leading up to establishment of HRD as a profession.
2. To recognize the impact of coworkers and organizations themselves have on employee behavior.
3. To understand the ethical issues involved in HRD process.
4. To understand impact of technology on Human resources in terms of effectiveness and efficiency.

Learning Outcomes:

On the successful completion of course, students will be able to:

1. Develop understanding of knowledge skills and abilities and their impact on organizational performance.
2. Develop understanding of major external and internal factors that influence employee behavior.
3. Understand how to calculate utility estimate for any organization.
4. Develop understanding of challenges involved in working with and changing the attitude of employees.

Module - I

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 Behaviour: Model of employee behaviour;
- 1.4. Factors influencing employee behaviour;
- 1.5. HRD Matrix.

Module - II

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;
- 2.3 Evaluation of HRD Program;
- 2.4 Learning Principles and Learning Styles;
- 2.5 Training Methods.

Module - III

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 managers;
- 3.3 Organization Development and Change;
- 3.4 Designing intervention strategy;
- 3.5 Individual v/s inter group interventions.

Module - IV

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;
- 4.4. Stress management and intervention;
- 4.5. Issues in employee counselling.

Prescribed Books:

1. John M. Werner and Randy L. Simone, HUMAN RESOURCE DEVELOPMENT, (Cengage Learning, Inc. Florence, K. Y. 2011).
2. David Mankind, HUMAN RESOURCE DEVELOPMENT AND MANAGEMENT, (Oxford Printing Press, 2010).
3. D. R. Bhattacharyya, HUMAN RESOURCE DEVELOPMENT, (Himalaya Publishing House, 2009).

Suggested Readings:

1. Udai Pareek, and T.V. Rao, DESIGNING AND MANAGING HUMAN RESOURCES SYSTEM (Oxford and IBH Publishing Co., 2015).
2. A. M. Sheikh, HUMAN RESOURCE DEVELOPMENT AND MANAGEMENT, (S. Chand & Co. Ltd. 2010).

S. Singh
Dean, Public Affairs
H.P. University, Shimla