

**Optional Stream 1: Human Resource Development and Management (HRDAM)**

**Optional (HRDAM) Paper I.1: Human Resource Development**

The objective of this course is to facilitate the students to understand the concepts of Human Resource Development in the organisation.

Unit 1: Human Resource Development(HRD):Concept, Origin and Need, Overview, HRD as a Total System, Nature and Scope of HRD. Activity Areas of HRD-Training, Education and Development.

Unit 2: Development: Definition-Self Development, Personality as a Key Concept in HRD, Employee Development, Importance of Motivation in HRD.

Unit 3: HRD Interventions: Integrated Human Resource Development Systems, Staffing for HRD: Line Managers and HRD, Counseling and Mentoring.

Unit 4: Learning & HRD-Definition of Learning, The Learner & Barriers to Learning-Processes of Learning-Types of Learning, Learning Outcomes, Learning Organisations.

Unit 5: Training & Human Resource Development-Definition of Training-Concept and Importance-Training Needs Analysis-Types and Methods of Training.

Unit 6: Management Development: Definition, Techniques of Management Development: Role Play, In-Basket Exercise, Simulation, Vestibule Training, Management Games, Case Study.

Unit 7: Team Development: Designing Teams-Evaluating Teams-Team Functioning and Team Building.

Unit 8: HRD Culture and Climate: Emerging Trends, HRD Climate and Practices in India: HRD Approaches for coping with Organisational Changes-HRD in Manufacturing & Services Sector.

### Books/References:

- Dayal, Ishwar; Successful Applications of HRD, New Delhi, New Concepts, 1996
- Nadler, Leonard, Corporate Human Resource Development, Van Nostrand Reinhold/ ASTD, New York
- Dayal, Ishwar, Designing HRD Systems, New Delhi, Concept, 1993
- Rao T.V. and Pareek Udai, designing and Managing Human Resource Systems; Oxford and IBH Pub. Ltd, New Delhi
- Kohli, Uddesh & Sinha, Dhani P, HRD. Global Challenges & Strategies in 2000 A.D, New Delhi, ISTD, 1995
- Rao.T.V, HRD Audit, Sage Pub., New Delhi: ILO, Teaching and Training Methods for Management Development Handbook, McGraw Hill, New York
- Jaya Gopal R, Human Resource Development; Conceptual Analysis and Strategies; Sterling Pub.Pvt. Ltd, New Delhi
- Maheshwari, BL & Sinha, Dhani P, Management of Change Through HRD, New Delhi, Tata McGraw Hill, 1991.
- Pareek, U, Managing Transitions : The HRD Response, New Delhi, Tata McGraw Hill, 1992.
- Silvera, D.N.HRD: The Indian experience, Delhi, New India, 1991.

### Journals:

Indian Journal of Training and Development

HRD Newsletter