Course Code: MS 451
Course Name: Human Resource Development

Course Objectives:

- Introduce the various aspects of development to students.
- Examine and analyze human resource development materials, outcomes, and processes.
- Understand the diversity applications and the influence of organizations on them.

Grading Criteria:

1. Internal Evaluation: 70%
2. External Examination: 30%

Course Content:

Chapter I: Introduction to Human Resource Development
- Meaning, Definition, Scope of HRD
- Functions and Evolution of HRD
- Relationship with HRM
- Roles and Competencies of HRD Professionals
- Understanding the challenges and HRD Professionals

Chapter II: Framework of Human Resource Development
- HRD Process, Assessing HRD Needs, HRD Models
- Creating, Designing and Implementing effective HRD Programs, HRD Interventions

Chapter III: Training and Development
- Identifying Training Needs, Evolving Training Strategy
- Implementation of Training Programs
- Employee Counseling and Wellness Services

Chapter IV: Strategies for Competitive Advantage
- Organizational Strategies based on Human Resources
- Productivity as an HR Based Strategy
- Management of Human resource surplus and shortage – Work force reduction and realignment, HR performance and benchmarking

- Retention of Human Resources, Its Determinants and Retention Management Process

- Globalization of business and their Impact on HRD – Diversity

- Managing Diversity of Workforce

References: