

Veer Narmad South Gujarat University
HSE-1: 505 - Human Resource Development
(HRM Elective Group)

Course	505
Course Title	Human Resource Development
Credit	4
Teaching per Week	4
Review / Revision	June, 2022
Minimum weeks / Semester	15 (Lectures, Guest Lectures, Case Study, Presentations, Group Assignments)
Medium of Instruction	English
Purpose of Course	<ul style="list-style-type: none"> The organization, which doesn't react to changes becomes "Outdated". So the subject will enable the students to learn the necessities of developing Human Resources in Organizations and provide exposure to the Contemporary issues in HRD. It will enable the budding managers become HR professionals.
Course Objective	<ul style="list-style-type: none"> Understand the functions, systems, policies and applications of Human Resource Development in organizations. An overview of theoretical foundations of key areas associated with HR development in the organizations HR skills and their ability to assess the constraints and opportunities associated with managing employees in different socio-economic and political context
Course Outcome	<ul style="list-style-type: none"> Ability to plan human resources and implement techniques of HRD Competency to implement organizational changes Ability to handle employee issues and evaluate the new trends in HRD
Course Content	
Unit 1: Human Resource Development	(20%)
<ul style="list-style-type: none"> Introduction (Definition, Features, Benefits, Objectives), HRD Process – Steps in designing HRD system, HRD methods / techniques / mechanisms / instruments / subsystems, Principles in designing HRD system, Different index related to HRD: Quality of Work life Index (concept, dimensions and measurement), Human Development Index (concept, dimensions and measurement) 	
Unit 2: Organizational Change and Development	(25%)
<ul style="list-style-type: none"> Organizational Change - Introduction, types (Revolutionary & Evolutionary), Levels of Change, Reasons for change Resistance to change How to overcome resistance to change Process to introduce change (Lewin's 3-stage Model of change) Organization Development (Definitions, Characteristics of OD, OD Assumptions) Brief overview of various OD Interventions - Process and Structural OD intervention, OD intervention for specific targets (Individual, Dyads, Team & group, Inter group and Total organisation) 	

Unit 3: Management Development Programmes**(20%)**

- Introduction and Objectives of MDP
- MDP Process
- Techniques of MDP (On the Job and Off the Job)
- Evaluation of MDP (Kirk Patrick Model – 4 Level)

Unit 4: Contemporary Issues in HRD**(35%)**

- Employee Engagement - Meaning, Types (Highly Engaged Employee, Not Engaged, Actively Disengaged), 10 Cs of Employee Engagement,
- Job Design: Concept, Methods (Job Simplification, Job Rotation, Job Enlargement and Job Enrichment)
- Employee Empowerment - Definition, Conditions necessary for Empowerment, Forms of Empowerment, Barriers to Empowerment, Empowerment in India
- Managing Human Resources in Virtual Organizations - Meaning, Difference between Traditional and Virtual organization, Types (Bradt's Classification), Advantages and Disadvantages, Virtual Organization and HRM.

Suggested Reading

1. Human Resource Management by C.B. Gupta (Sultan Chand & Sons)
2. Human Resource Management by S.S. Khanka (S. Chand & Company)
3. Essentials of Human Resource Management and Industrial Relations by P. Subba Rao (Himalaya Publishing House)
4. Human Resource Management by K. Ashwathappa (Tata McGraw Hill)
5. Human Resource Management by L.M. Prasad (Sultan Chand & Sons)
6. Designing and Managing Human Resource Systems by Udai Pareek and T.V. Rao (Oxford & IBH Publishing Co Pvt. Ltd.)
7. Human Resource Management by Gary Dessler (Pearson)
8. Human Resource Management by Biswajeet Pattanayak (PHI)
9. Organisational Behaviour by K. Ashwathappa (Himalaya Publishing House)