



Program	Master of Business Administration (MBA)	Semester - 4
Type of Course	Major	
Prerequisite		
Rationale	-	
Effective From A.Y.	2024-25	

Teaching Scheme (Contact Hours)				Examination Scheme				
Lecture	Tutorial	Lab	Credit	Theory Marks		Practical Marks		Total Marks
				T	T	P	P	
4	-	-	4	50	30	-	-	150

SEE - Semester End Examination, T - Internal Theory, P - Internal Practical

Course Content		T - Teaching Hours W - Weightage	
Sr.	Topics	T	W
1	Introduction to HRD: · Definition · Relationship between HRM & HRD · Functions of HRD · HRD Climate · Roles & Competencies of HRD professional · Aligning HRD with corporate strategy · The evolution of the HRD theory · Shift from training to Learning · Interventions to informal workplace training · Model of Employee Behavior and Employee Influences.	15	25
2	HRD Needs Purpose of Assessment · Different level of Need Assessment (i.e. --- Personal/task/Organizational/Strategic) · Prioritizing HRD needs · A systematic approach to Training need Assessment · Training & HRD process model.	15	25
3	HRD Framework <ul style="list-style-type: none"> Designing Effective HRD programme HRD programme Implementation HRD programme Evaluation Global Perspectives of HRD · Implications of Globalization on HRD · Current and future International trends in HRD · Cultural Diversity Management · HRD and Knowledge Management	15	25
4	HRD Applications: Management Development and Management education/Training · Socialization & orientation of Employees · Employee Counseling and wellness Services · Coaching and performance management- Competency Mapping · Assessment centers · Career planning and development · Succession Planning and Career Management · Employee skills and technical training (Basic Workplace Competencies, Basic Skill /literacy program, Interpersonal Skill training, Professional developments and Education etc)	15	25
Total		60	100

Suggested Distribution Of Theory Marks Using Bloom's Taxonomy				
Level	Understanding	Analyze	Evaluate	Create
Weightage	25	25	25	25

NOTE : This specification table shall be treated as a general guideline for the students and the teachers. The actual distribution of marks in the question paper may vary slightly from above table.



Course Outcomes

At the end of this course, students will be able to:

CO1	Critically evaluate integration of Human Resource Planning and Development with strategic organizational planning
CO2	Critically evaluate processes and policies to source and develop human resources
CO3	Compare and contrast human resource planning techniques and models being developed and adapted globally
CO4	Design research, produce reports, and recommend changes in human resources practices for typical business situation

CO PO Mapping

CO	CO - 1	CO - 2	CO - 3	CO - 4
PO - 1	3	3	2	3
PO - 2	3	3	3	3
PO - 3	2	2	1	2
PO - 4	2	2	3	2
PO - 5	2	2	1	2

Reference Books

1.	Human Resource Development (TextBook) By Jon M. Werner, Randy L. DeSimone Cengage Learning Publication 2 6th edition 2016
2.	Designing and Managing Human Resource Systems By Udai Pareek Oxford & IBH Publication 3rd edition 2013