



MA Psychology Semester-II

Course Code	PA02EPSY55	Title of the Course	Human Resource Development
Total Credits of the Course	4+1	Hours per Week	05

Course Objectives:	<ol style="list-style-type: none">1. To enable the students to understand the HRD t and system at various levels in general and in certain specific industries or organizations.2. To help the students focus on and analyze the issues and strategies required for performance appraisals and employee counseling.3, To develop relevant skills of training and necessary for applications in the organization.
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Course Content		
Unit	Description	Weightage* (%)
1.	Human Resource Development and its Mechanisms: 1.1: Nature and scope of HRD 1.2: Goals of HRD 1.3: Uses and importance of HRD 1.4: Mechanisms of HRD 1.5: Placement	25%
2.	Training: 1.1: Nature and importance of training in industry 1.2: Aims or Objectives of training 1.3: Training methods for supervisors, Managers and Executives 1.4: Strategies of Training 1.5: Evaluation of training programme	25%
3.	Performance Appraisals: 1.1: Meaning and nature of performance appraisal 1.2: Functions or Uses of performance appraisal 1.3: Techniques of performance appraisal 1.4: Sources of Errors in performance appraisal 1.5: Methods of performance appraisal for managers	25%
4.	Employee Counseling: 1.1: Nature and characteristics of employee counseling 1.2: Characteristics of employee counseling 1.3: Need for employee counseling, Functions of employee counseling 1.4: Types of employee counseling 1.5:Steps involved in employee counseling	25%

Teaching-Learning Methodology	Lecture Method Power point presentation
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Evaluation Pattern		
Sr.No.	Details of the Evaluation	Weightage
1.	Internal Written / Practical Examination (As per CBCS R.6.8.3)	15%
2.	Internal Continuous Assessment in the form of Practical, Viva-voce, Quizzes, Seminars, Assignments, Attendance (As per CBCS R.6.8.3)	15%
3.	University Examination	70%
Course Outcomes: Having completed this course, the learner will be able to		
1.	The learning of HRD would enhance student's knowledge about the importance and mechanisms of HRD in the organization.	
2.	The detailed resource for the importance, methodologies and strategies of training would sharpen students' skills as trainers and coach.	
3.	Students would learn the essentials concepts (performance appraisals, employee counselling and training) of HRD.	
Suggested References:		
Sr. No.	References	
1	□Bhattacharya, D.K.(2009) . Human Resource Development. Himalaya Publishing House Mumbai	
2	Haldar, U.K. (2009). Human Resource Development. Oxford University Press New Delhi	
3	Mankin, D. (2010).Human Resource Development (Indian Edition) Oxford University Press New Delhi	
4	Pareek, Uday & Rao, T. V. (1998). Designing & Managing Human Resource Systems. Oxford & IBH, New Delhi. (HF 5549.P2)	
5	Nadler, Leonard. (1998) Developing Human Resources. II edition. Gulf Pub. Co. Huston, TX. (HF 5549.24 T7/N2D3)	
6	S. Ramnarayan & Rao T. V. (2011). Organisation Development. Sage Response Business Book, New Delhi	
On-line resources to be used if available as reference material		
On-line Resources		
https://www.owlgen.in/describe-the-mechanism-or-subsystems-of-hrd-in-an-organization/		
https://www.yourarticlelibrary.com/employee-management/training-of-employees-meaning-objectives-need-and-importance-employee-management/27909		
https://www.organizationalpsychologydegrees.com/faq/what-is-a-performance-appraisal/		
https://www.preservearticles.com/human-resource-management/employee-counselling/employee-counselling/31530		

