



**(Master of Business Administration) Semester IV**

**HUMAN RESOURCE SPECIALISATION**  
**PM04EHRM60: HUMAN RESOURCE DEVELOPMENT**

<b>Course Code</b>	<b>PM04EHRM60</b>	<b>Title of the Course</b>	<b>Human Resource Development – Semester-IV</b>
Total Credits of the Course	04	Hours per Week	04

Course Objectives:	<ul style="list-style-type: none"><li>• To explain the basic concepts, terminology and holistic process of human resources development.</li><li>• To analyze the trends and significant issues in the field of HRD.</li><li>• To describe each of the major HRD functions and application areas for employee development.</li><li>• To facilitate discussions and understand challenges in the field of HRD.</li></ul>
--------------------	--

<b>Course Content: 30 sessions</b>		
<b>Unit</b>	<b>Description</b>	<b>Weightage (%)</b>
1.	Introduction to HRD Concept and its Processes	25
2.	Assumption of HRD – Training and Development	25
3.	Influences of Employee Behavior, Learning and Critical HRD Issues, Organizational Structure.	25
4.	Assessing needs and designing HRD activities	25

Teaching-Learning Methodology	Lectures, Presentations, Case method.
-------------------------------	---------------------------------------

<b>Evaluation Pattern</b>		
<b>Sr. No.</b>	<b>Details of the Evaluation</b>	<b>Weightage</b>
1.	Mid-Semester Examination	30%
2.	Internal Continuous Assessment in the form of Presentations, Quizzes, Seminars, Assignments, Attendance	30%
3.	End Semester Examination	40%



**SARDAR PATEL UNIVERSITY**  
**Vallabh Vidyanagar, Gujarat**  
**(Reaccredited with 'A' Grade by NAAC (CGPA 3.11))**  
**Syllabus with effect from the Academic Year 2022-2023**

**Course Outcomes: Having completed this course, the learner will be able to**

1.	Apply key concepts associated with HRD.
2.	Apply the core process of HRD and evaluate connections between the HRD process and performance management systems.
3.	Execute employee development activities through various HRD functions.
4.	Apply HRD audits and their tools.
5.	Enhance employability.

**Suggested References:**

<b>Sr. No.</b>	<b>References</b>
1.	Dr. Stephen Gibbs, Human Resource Development, Sage Publications.
2.	David McGuire and Kenneth Molbjerg Jorgensen, Human Resource Development theory, Sage Publications, London.
3.	Werner, J. M., & DeSimone, R. L. R. L, Human resource development. Cengage Learning.
4.	Rao, T., Readings in human resource development. Oxford and IBH Publishing.

**Online Resources**

[www.sprigghr.com/hrtrain](http://www.sprigghr.com/hrtrain)

[www.researchgate.net/hrd](http://www.researchgate.net/hrd)

[www.yyu.edu.tr/hrd](http://www.yyu.edu.tr/hrd)

[www.meral.edu.mm/analysis-hrd](http://www.meral.edu.mm/analysis-hrd)