

**SARDAR PATEL UNIVERSITY**  
**Programme: MSW**  
**Semester: III**  
**Syllabus with effect from: June 2016**

<b>Paper Code:</b> PA03EMSW12	<b>Total Credits: 3</b>
<b>Title Of Paper:</b> Human Resource Development	

Unit	Description in detail	Weightage (%)
	<p><b>Learner Objectives:</b></p> <ul style="list-style-type: none"> <li>• Introduce the students to the basic concepts and practices in the area of Human Resource Development tools.</li> <li>• Introduce the students to the foundational frameworks in the area of organizational psychology and their implications on designing and using some HRD tools</li> <li>• Enhance the knowledge of the students on application of such tools in the context of modern HR challenges facing organizations</li> </ul>	
<b>1</b>	<p><b>Introduction to Human Resource Development:</b>            Concept; Relationship between human resource management and human resource development; HRD mechanisms, processes and outcomes; HRD matrix; HRD interventions; Roles and competencies of HRD professionals; Challenges in HRD.</p>	<b>20%</b>
<b>2</b>	<p><b>HRD Process:</b>            Assessing need for HRD; Designing and developing effective HRD programs; Implementing HRD programs; Evaluating effectiveness of HRD Programs; HRD audit; HRD culture and climate</p>	<b>20%</b>
<b>3</b>	<p><b>HRD Activities:</b>            Employee development activities- Approaches to employee development, leadership development, action learning, assessment and development centres; Intellectual capital and HRD; HRD mechanisms for workers; Role of trade unions; Industrial relations and HRD; Influence of motivation on development activities.</p>	<b>20%</b>
<b>4</b>	<p><b>HRD Applications and Trends:</b>            Coaching and mentoring; Career management and development; Employee counselling; Competency mapping; PCMM, Balanced Score Card, Appreciative inquiry; Integrating HRD with technology, Employer branding and other emerging trends.</p>	<b>20%</b>
<b>5</b>	<p><b>Case studies with reference to:</b>            HRD practices in government organisations, manufacturing and service industries and MNCs; International experiences of human resource development</p>	<b>20%</b>

**Basic Text & Reference Books: -----**

