

**Programme:** M. A. Economics

**Course Code:** ECO 120      **Title of the Course:** Human Resource Management and  
Development

**Number of Credits:** 4

**Total Contact Hours:**48

**Effective from AY:** 2018-19

<b><u>Prerequisites for the course:</u></b>	NIL	
<b><u>Objective:</u></b>	To familiarise students with designing, implementation and evaluation of HRD programmes in a corporate setting	<b>Contact Hours</b>
<b><u>Content:</u></b>	<p><b>1. Introduction to Human Resource Development</b></p> <p>The evolution of HRD - The relationship between HRD and HRM - HRD functions - Roles of an HRD Professional - Challenges to HRD <b>Influence on Employee Behaviour</b></p> <p><b>2. External influences on Employee Behaviour - Motivation : An Internal influence on Employee Behaviour - Other Internal Factors that Influence Employee Behaviour - Environmental Influences on Employee Behaviour.</b></p> <p><b>3.Assessment of HRD needs</b></p> <p>Definition and Purposes of Needs Assessment - Organisational Analysis - Task Analysis - Person Analysis - Prioritising HRD needs.</p> <p><b>4.Designing HRD Programs</b></p> <p>Defining Program Objectives - Purchasing HRD Programs - Selecting the Trainer - Preparing a Lesson Plan - Selecting Training Methods</p> <p><b>5. Implementing HRD Programs</b></p> <p>Training Delivery Methods – On-the-Job Training Methods - Classroom Training Methods - Scheduling the Training Program - Implementing the Training Program.</p>	<p>07</p> <p>07</p> <p>07</p> <p>07</p> <p>12</p> <p>08</p>

	<b>6. Evaluating HRD Programs</b> <p>The purpose of HRD Evaluation - Models of Evaluation - Data Collection for HRD Evaluation - Research Design - Ethical Issues of Evaluation research.</p>	
<b><u>Pedagogy:</u></b>	The course will be taught using lectures, discussions, seminars and assignments.	
<b><u>References/Readings</u></b>	<b><u>References :</u></b> <ul style="list-style-type: none"> <li>• DeSimone R.L. &amp; Harris D.M. (2012), <u>Human Resource Development</u>, Cengage Learning, U.S.A.</li> <li>• Deb Tapomay (2012), <u>Human Resource Development</u>, Ane Books Pvt. Ltd., Mumbai.</li> <li>• Haldar U.K. (2009), <u>Human Resource Development</u>, OUP, New Delhi.</li> <li>• Mankin David (2009), <u>Human Resource Development</u>, OUP, New York.</li> <li>• Megginson D., (2001), <u>Human resource Development</u>, OUP, USA.</li> <li>• Mitchell D.J.B. and Zaidi M.A. (1990), <u>The Economics of Human Resource Management</u>, Basil Blackwell, Cambridge.</li> <li>• Rao T.V. (2010), <u>Human Resource Development</u>, Oxford and IBH Publishing Co.Pvt. Ltd.,</li> <li>• Werner J.M., (2007), <u>Human Resource Development</u>, South Western Educational Publishing.</li> </ul>	
<b><u>Learning Outcomes</u></b>	After completing the course the students will be able to design, implement and evaluate HRD programmes.	