

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

<u>Prerequisites for the course:</u>	NIL	
<u>Objective:</u>	To familiarise students with designing, implementation and evaluation of HRD programmes in a corporate setting	Contact Hours
<u>Content:</u>	<p>1. Introduction to Human Resource Development</p> <p>The evolution of HRD - The relationship between HRD and HRM - HRD functions - Roles of an HRD Professional - Challenges to HRD Influence on Employee Behaviour</p> <p>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.</p> <p>3.Assessment of HRD needs</p> <p>Definition and Purposes of Needs Assessment - Organisational Analysis - Task Analysis - Person Analysis - Prioritising HRD needs.</p> <p>4.Designing HRD Programs</p> <p>Defining Program Objectives - Purchasing HRD Programs - Selecting the Trainer - Preparing a Lesson Plan - Selecting Training Methods</p> <p>5. Implementing HRD Programs</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>

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