



Indraprastha College for Women
University of Delhi

Work Plan for ODD SEMESTER – 2026

Course Name:	BAP
Paper Title:	Human Resource Development
Unique Paper Code:	2412342301
Semester:	3
Faculty:	Ms. Nikita Pasan
Year:	2026

Work Plan			
Unit No.	Learning Objectives	Lecture No.	Topics to be Covered
Unit 1	To understand the basic concept, scope and components of Human Resource Development (HRD).	1	Human Resource Development: Concept and Components; meaning and concept of HRD; major components of HRD; relationship between people development and organisational development
Unit 1	To understand how HRD has developed over time and why it is important for organisations.	2	Evolution, Need and Significance of HRD; evolution of HRD; need for HRD in organisations; significance of employee development; contribution of HRD to organisational effectiveness
Unit 1	To distinguish between Human Resource Management and Human Resource Development and understand their relationship.	3	HRM vs HRD; concept of Human Resource Management; differences between HRM and HRD; relationship between HRM

			and HRD; complementary roles of HRM and HRD
Unit 1	To understand the responsibilities and changing role of an HR manager in contemporary organisations.	4	Role of HR Manager and Contemporary Issues in HRD; role and responsibilities of HR manager; HR manager as facilitator of employee development; contemporary issues in HRD
Unit 2	To understand the strategic perspective of HRD and its importance in achieving organisational objectives.	5	Strategic Perspectives in HRD; concept of Strategic HRD; HRD and organisational strategy; alignment of HRD with organisational goals; HRD Interventions: overview
Unit 2	To understand how performance and potential appraisal contribute to employee development.	6	HRD Interventions: Performance Appraisal and Potential Appraisal; concept and purpose of performance appraisal; potential appraisal; role of appraisal in employee development; distinction between performance and potential
Unit 2	To understand how coaching, feedback and career planning support employee growth.	7	Performance Coaching and Feedback; Career Planning; concept of performance coaching; importance of feedback; effective feedback; career planning; role of HRD in career development
Unit 2	To understand training and systems development as strategic HRD interventions.	8	Training and Systems Development; training as an HRD intervention; purpose and importance of training; systems development; contribution of training and systems development to organisational effectiveness

Unit 2	To understand employee-oriented HRD interventions related to rewards, welfare and work-life balance.	9	Rewards, Employee Welfare and Work-Life Balance; rewards as an HRD intervention; employee welfare schemes; importance of employee welfare; concept and importance of work-life balance; role of HRD in employee well-being
Unit 3	To understand the role of learning in HRD and become familiar with learning models	10	Instructional Technology for HRD: Learning and HRD; Models and Curriculum; Principles of Learning; Individual and Group Learning; Assessment Centre; meaning of learning in HRD; learning models
Unit 3	To understand curriculum and principles of learning	11	Curriculum; principles of learning; individual vs group learning; concept of assessment centre

Unit	Contents/Syllabus
I	Introduction (7 hours) Human Resource Development (HRD)- concept, components, evolution, need and significance, difference between human resource management and human resource development, Role of HR manager, Contemporary issues in HRD.
II	Unit 2: Strategic Perspectives in HRD (11 hours)

	Concept of Strategic HRD, HRD Interventions-Performance Appraisal, Potential Appraisal, Performance Coaching and Feedback, Career Planning, Training, Systems Development, Rewards, Employee Welfare and Work-Life Balance.
III	Unit 3: Instructional Technology for HRD (9 hours) Learning and HRD, Models and Curriculum, Principles of Learning, Individual and Group Learning, Assessment Centre,
S. No.	Name of Authors/Books/Publishers
1.	Sadler-Smith, E. (2022), <i>Human resource development: from theory into practice</i> . (1st ed.). United Kingdom: SAGE Publications Limited.
2.	Mehta, M. C., & Kar, D. (2020), <i>Human resource development</i> . (1st ed.). India: Bharti Publications.
3.	Bhattacharya, D. K. (2016), <i>Human resource management</i> . (1st ed.). India: Himalaya Publishing House.
4.	Durai, P. (2016), <i>Human resource management</i> . (2nd ed.). Delhi, India: Pearson Education.

	Paper Components		
Credits	Lecture (L)	Tutorial (T)	Practical (P)
4	3	1	0
Assessment Scheme			
S.No.	Component	Marking Scheme	Total Marks
1	Internal Assessment		30
	• Assignment	12	
	• Class Test	12	
	• Attendance	6	

2.	Continuous Assessment (Tutorial)		40
		35	
		5	
3.	Practical		
4.	End Semester Examination		90