



Indraprastha College for Women

University of Delhi

Course Name:	B.A (P)
Paper Title:	Human Resource Development.
Unique Paper Code:	2412342301
Semester:	III
Faculty(s):	Dr. Abha Rani
Year:	2024

Work Plan			
Period	Unit No.	Learning Objective	Topics to be Covered
1 st Aug -3 rd Aug	1	Introduction	Human Resource Development (HRD)- concept, components, evolution, need and significance
5 th Aug-10 th Aug	1	Introduction	difference between human resource management and human resource development, Role of HR manager
12 th Aug-17 th Aug	1	Introduction	Contemporary issues in HRD.
19 th Aug-24 th Aug	2	Strategies in HRD	Concept of Strategic HRD, HRD Interventions- Performance Appraisal, Potential Appraisal
26 th Aug-31 st Aug	2	Strategies in HRD	Performance Coaching and Feedback, Career Planning, Training, Rewards
2 nd Sep-7 th Sep	2	Strategies in HRD	Employee Welfare schemes and Work Life balance, Roles of HR Developer.
9 th Sep-14 th Sep	3	Conceptual models for HRD	Learning and HRD, Models and Curriculum of HRD
16 th Sep-21 st Sep	3	Conceptual models for HRD	Principles of Learning for an Individual and Group, Transactional Analysis (TA)
23 rd Sep-28 th Sep	3	Conceptual models for HRD	Behavioural Modelling and Self Directed Learning.

30 th Sep-5 th Oct	4	Training and Development Methods for HRD	Concept and Importance, Assessing Training Needs
7 th Oct-12 th Oct	4	Training and Development Methods for HRD	Designing and Evaluating Training & Development Programmes,
14 th Oct-19 th Oct	4	Training and Development Methods for HRD	On the job and off the job methods of Training and development such as lecture Method, apprenticeship, internship
21 st Oct-26 th Oct	4	Training and Development Methods for HRD	special projects, committee assignments, Simulation techniques (Role Play, Business games, Case study)
28 th Oct-2 nd Nov			MID SEMESTER BREAK
4 th Nov-9 th Nov	4	Training and Development Methods for HRD	Vestibule Training, Programmed Instruction
11 th Nov-16 th Nov	4	Training and Development Methods for HRD	Programmed Instruction
18 th Nov-23 rd Nov	4	Training and Development Methods for HRD	Sensitivity Training
25 th Nov-27 th Nov		Revision	
28 th Nov			DISBERSAL OF CLASSES

Unit	TOPICS
I	Introduction 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	Strategies in HRD Concept of Strategic HRD, HRD Interventions-Performance Appraisal, Potential Appraisal, Performance Coaching and Feedback, Career Planning, Training, Rewards, Employee Welfare schemes and Work Life balance, Roles of HR Developer.
III	Conceptual models for HRD Learning and HRD, Models and Curriculum of HRD, Principles of Learning for an Individual and Group, Transactional Analysis (TA), Behavioural Modelling and Self Directed Learning.
IV	Training and Development Methods for HRD Concept and Importance, Assessing Training Needs, Designing and Evaluating Training & Development Programmes, On the job and off the job methods of Training and development such as lecture Method, apprenticeship, internship, special projects, committee assignments, Simulation techniques (Role Play, Business games, Case study), Vestibule Training, Programmed Instruction and Sensitivity Training
S.No.	Name of Authors/Books/Publishers
1.	Chabbra, T.N.(2016). Human Resource Management: Concepts and Issues. Dhanpat Rai and Co. Publications.
2.	Durai, P.(2016). Human Resource Management (2nd ed.). New Delhi. Pearson Education
3.	Mondy, A., Wayne and Martocchio, J. J. (2016). Human Resource Management (14th Ed.). Pearson Education Publications.
4.	Rao, T.V: Human Resource Development, Sage Publications, New Delhi