

HR-308-HUMAN RESOURCE DEVELOPMENT: STRATEGIES AND SYSTEM

Objectives:

The purpose of this course is to facilitate an understanding of the concepts, methods and strategies for HRD.

Course contents:

Unit-I : Field of HRD – Concepts, goals, challenges; HRD climate and practices in India.

Unit-II: Strategic HR Development: Strategies for HR Development, Controlling HR Development, Competence, Management, Performance Management, Talent Management, Qualification Management, Retention Management, Culture Management

Unit-III: HRD system design principles, Competence Management, Leadership Development, Performance Management, Intellectual Capital Development

Unit-IV: HRD intervention, Change Management, HRD Process model, HRD and organizational learning, Perspective of learning in HRD

Unit-V: HRD Diversity and Ethics, Mentoring and Counselling.

Suggested Readings:

1. Dayal, Ishwar, Successful Applications of HRD, New Delhi, New Concepts, 1996.
2. Dayal, Ishwar, Designing HRD Systems, New Delhi, Concept, 1993.
3. Kohli, Uddesh & Sinha, Dhama P. HRD – Global Challenges & Strategies in 2000 A.D. New Delhi, ISTD, 1995.
4. Maheshwari, BL & Sinha, Dhama P. Management of Change Through HRD, New Delhi, Tata McGraw Hill, 1991.
5. Pareek, U. Managing Transitions: The HRD Response, New Delhi, Tata McGraw Hill, 1992.

The list of cases and specific references including recent articles will be announced in the class at the time of launching of the course.