

DISCIPLINE SPECIFIC ELECTIVE – HUMAN RESOURCE MANAGEMENT (DSE-11)

DSE 11: HRD SYSTEMS AND STRATEGIES

Credit distribution, Eligibility and Pre-requisites of the Course

Course title & Code	Credits	Credit distribution of the course			Eligibility criteria	Pre-requisite of the course (if any)
		Lecture	Tutorial	Practical/ Practice		
HRD : Systems and Strategies (DSE 11)	4	3	1	0	Class X11	Basics of Human Resource Management

Learning Objectives

- To equip learners with knowledge of HRD and HRD practices which can develop and improve an Organization's systems and strategies leading to an effective HRD climate.
- To familiarize learners with topics like the HRD process, various approaches to HRD and career management and development.

Learning Outcomes

On successful completion of the course the learner will be able to:

- Evaluate the relationship between HRM and HRD, areas of training, education and development.
- Develop an understanding of the HRD interventions and HRD diversity management.
- Apply the various approaches for motivation in HRD.
- Analyse the high work performance work system, balanced score cards and integrating HRD with technology.

SYLLABUS OF DSE 11

Unit 1: Human Resource Development (HRD)

(12 hours)

Concept; Relationship between human resource management and human resource development; Roles and competencies of HRD professionals; HRD Matrix; HRD as a Total System; HRD areas of Training, Education and Development.

Unit 2: HRD Process

(12 hours)

Assessing need for HRD; Designing and developing effective HRD programs; Implementing HRD programs; Evaluating HRD programs; HRD interventions: Integrated Human Resource Development systems, Staffing for HRD; HRD Audit; HRD and diversity management; HRD Climate.

Unit 3: Approaches to HRD

(12 hours)

Leadership development; Action learning; Assessment Centers; Motivation approaches for HRD; Industrial relations and HRD: role of Trade Unions.

Unit 4: Career Management and Development

(9 hours)

Coaching and mentoring; Employee coaching, mentoring and counselling;

Competency mapping;

High Performance Work Systems; Balanced Scorecard; Integrating HRD with technology.

Essential/recommended Readings (latest edition of readings to be used)

1. Udai,P.& Rao T.V, (2015). *Designing and Managing Human Resource System*, (3rd ed) Oxford IBH.
2. Rao T.V & Nair M.R.R, *Excellence through Human Resource Management*, Tata Mcgraw.
3. Leonard,N.,*Corporate Human Resource Development*, Van Nostrand Reinhold/ASTD New York.
4. Werner,M.J.,&Desimone,L.R (2011). *Human Resource Development*, (6th ed) Oxford IBH Pub.
5. Swanson,A.R.,&Holton,F.E.,(2009) *Human Resource Development*, (2nd ed) Berrett Koehler Pub.
6. Thomas,G., Guire,D.&Dooley,M,L. (2011). *Fundamentals of Human Resource Development*, Sage Pub.
7. Mankin, D, (2009). *Human resource development*, Oxford University Press India.
8. Haldar, U. K, (2009). *Human resource development*, Oxford University Press India.

Note: Latest edition of the readings may be used.

Note: Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time.