MBG5041   Human Resource Development

Course Code	MBG5041	Semester	I
Course Title	*Human Resource Development*		
Credits	3	Type	Core

This course will help students to acquire human resource training and development skills

Course Description

To provide a clear idea about the principles of training and also to emphasize the value of developing and designing training programs for the betterment of the organization.

Course Outcome

By the end of the course, students are expected to be able to:

1. knowledge gained

   - To understand about the role of leadership, motivation and communication in an organization

   - To understand the importance of globalization and diversity in modern organizations
2. Skills gained

   - To be able to develop and design a training and development program

   - Describe and illustrate how to identify training requirements.
3. competency gained

   - To understand the various approaches in human resource development

Course Structure

The following is a detailed syllabus. …..

Module I : Introduction to Training

- Concept, Role, Need and Importance of Training, Types of Training, Philosophy of Training, Principles of Training, Components of Training, Developing an Integrated Approach of Learning in Training Programme.

Module II : Training Need Identification

Concepts, Determination of Training Needs, Approaches to Training Needs Assessment, Tools/ Methods of Identification of Training Needs, Recent scenario of TNI, TNI Cycle of Events.

Module III : Training Design

Concept of designing Training programs, Process, Design Theory, Matching methods with outcomes, Trainer Identification, Methods and Techniques of Training, Designing A Training Unit (Cross Cultural, Leadership,
Training the Trainer, Change), Budgeting of Training – preparation of training proposals.

Module IV :Implementation and Evaluation

Different Methods of Training, Integrated Instructional Strategy, Orientation Training, Diversity training, Team Training, Training Equity; Rationales for Evaluation, Methods of Evaluation, Evaluation Design Issues – induction Vs orientation.

Module V : Management Development

Focus & Approach to Management Development, general Characteristics of Managers, Integration of

Strategies & management Characteristics, Management Development Implications Strategies for Training executives.

Testing & Evaluation (if any)

- Assignments
- Case analysis/ Problems
- Seminar/Project
- Discussions/ Group activity
- Internal Tests

References

- TV Rao (1991), Readings in HRD, Oxford and IBH.
- Buckley, R., &Caple, J (2010).; The theory and practice of Training (5th ed.). London and Sterling,
- Lynton, R., Pareek, U.(1983); Training for Organizational Transformation for Policy Makers and Change Managers, Sage, London,
- Rae, L(1991);How to Measure Training Effectiveness, 3rd ed., Gower, Aldershot
- P. Nick Blanchard, James W. Thacker; Effective Training (2006), Systems, Strategies & Practices, Second Edition; Pearson Education
- https://onlinecourses.nptel.ac.in/noc19_mg51/preview
- https://online-degree.swayam.gov.in/dyp20_d01_s2_mg09/preview
- https://shodhganga.inflibnet.ac.in/handle/10603/11268