

<b>Name of the course</b>	<b>Human Resource Development</b>
<b>Course Code</b>	442
<b>Semester</b>	VI
<b>Credit Hours</b>	3
<b>Prerequisite</b>	-
<b>Learning outcomes</b>	<p>On completion of this course, the students will be able to:</p> <ol style="list-style-type: none"> <li>1. Understand the practical application of the theories and tools learned in this and other HR courses when dealing with HRD functions.</li> <li>2. Focus on the role of HR in impacting executive leadership, line management,</li> <li>3. Understand staff development, performance management, change management, successful planning and training.</li> </ol>
<b>Contents</b>	<p><b>Unit-1 Introduction to Human Resource Development</b></p> <ol style="list-style-type: none"> <li>1.1 Evolution of HRD</li> <li>1.2 HRD structure and functions</li> <li>1.3 Role and competencies of HRD professionals</li> <li>1.4 Challenges to HRD professionals</li> </ol> <p><b>Unit-2 Training Needs Assessment</b></p> <ol style="list-style-type: none"> <li>2.1 The needs assessment process</li> <li>2.2 Systematic approach to Needs Assessment</li> </ol> <p><b>Unit-3 Learning and HRD</b></p> <ol style="list-style-type: none"> <li>3.1 The forces influencing working and learning</li> <li>3.2 Learning Theories</li> <li>3.3 Implications of learning theories for effective HRD programs</li> </ol> <p><b>Unit-4 Training Program Design</b></p> <ol style="list-style-type: none"> <li>4.1 The design process</li> <li>4.2 Preparing a lesson plan</li> <li>4.3 Training design work street</li> <li>4.4 Preparing training materials</li> <li>4.5 Scheduling the training program</li> <li>4.6 Implementing the training program</li> <li>4.7 Program development issues</li> </ol> <p><b>Unit-5 Transfer of Learning</b></p> <ol style="list-style-type: none"> <li>5.1 Theories of transfer</li> </ol> <p><b>Unit-6 Evaluating HRD Programs</b></p> <ol style="list-style-type: none"> <li>6.1 Importance of evaluation</li> <li>6.2 Evaluation process</li> </ol>

	<p>6.3 Training outcomes</p> <p>6.4 Determining R.O.I</p> <p><b>Unit-7 Training Delivery</b></p> <p>7.1 Traditional training methods.</p> <p>7.2 Importance of training administration</p> <p>7.3 Training administrative sequence</p> <p><b>Unit-8 Use of New Technologies in Training</b></p> <p>8.1 E- Learning and use of technology</p> <p><b>Unit-9 Special Issues in Training and Development</b></p> <p>9.1 Potential legal issues related to training</p> <p><b>Unit-10 Cross-cultural Training</b></p> <p>10.1 Approaches to employee development</p> <p>10.2 Comparison between training and development</p> <p><b>Unit-11 The Future of Training and Development</b></p> <p>11.1 A vision of an evolving future for the training function</p> <p>11.2 What does today's trainer need to do?</p>
<b>Teaching &amp; Learning Strategies</b>	A combination of lecturing, presentations, and discussions will be used to conduct the course. Students will be expected to read extensively ahead of each class session and actively participate in discussions and practical work.
<b>Assignment</b>	Written assignment (10 marks), presentation (5 marks) and Quiz (10 marks)
<b>Suggested Readings</b>	<p>Harris, D. M., &amp; DeSimone, R. L. (2001). <i>Human resource development</i> (3rd ed.). Thomas Nelson and Sons Ltd.</p> <p>Noe, R. A. (2010). <i>Employee training and development</i> (5th ed). Irwin McGraw-Hill.</p> <p>Noe, R. A., &amp; Kodwani, A. D. (2018). <i>Employee training and development</i>. (7th ed). McGraw-Hill Education.</p> <p>Pace, R. W. (1991). <i>Human resource development: The field</i>. Prentice Hall.</p> <p>Stewart, J., &amp; McGoldrick, J. (1996). <i>Human resource development: Perspectives, strategies and practice</i>. Pitman.</p> <p>Werner, J. M., &amp; DeSimone, R. L. (2011). <i>Human resource development</i>. Cengage Learning.</p>

## Assessment and Examinations

Sr. #	Elements	Weightage	Details
1	Midterm Assessment	35%	Written test (at the mid-point of the semester)
2	Formative Assessment	25%	Assignment, presentation and quiz
3	Final Assessment	40%	Written test (at the end of the semester)