


JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY ANANTAPUR

(Established by Govt. of A.P., ACT No.30 of 2008)

ANANTHAPURAMU – 515 002 (A.P) INDIA
MASTER OF BUSINESS ADMINISTRATION
MBA; MBA (General Management); MBA (Business Management)
COMMON COURSE STRUCTURE & SYLLABI

Course Code	Specialization Elective- I	L	T	P	C
21E00303c	Human Resource Development	4	0	0	4
Semester		III			
Course Objectives:					
<ul style="list-style-type: none"> To provide an understanding of the human resources development framework and To explain management best practices, tools and models to implement an effective HRD system To impart knowledge on career management and issues in career development. To describe and discuss organizational culture, labour market changes and discrimination adapting to demographic changes. 					
Course Outcomes (CO): Student will be able to					
<ul style="list-style-type: none"> Understand the concept of HRD, functions and challenges to HR manager. Design plan for HRD programmes, need to assessment of HRD programmes and impact of HRD Programme. Understand career development, process and issues in career development learn and aware of HRD and its diversity in organizational culture and labour markets. 					
UNIT – I		Lecture Hrs: 8			
Introduction to Human Resource Development: Meaning, significance and objectives of Human Resource Development, Human Resource Management and Human Resource development functions, Human Resource Development challenges					
UNIT – II		Lecture Hrs: 12			
HRD Need Assessment & Designing of HRD programs: Strategic/ Organizational Analysis- Task Analysis- Person Analysis- prioritizing HRD needs, defining the objectives of HRD Intervention - Selecting the trainer - Selecting the Training methods - Preparing training material Scheduling an HRD program					
UNIT - III		Lecture Hrs:12			
Implementation & Evaluation of HRD programs: Training methods - Classroom training Approaches - Computer based Training, Purpose of HRD Evaluation- Kirkpatrick's evaluation framework - Data collection for HRD Evaluation - Assessing the impact of HRD programs in Monetary Terms					
UNIT – IV		Lecture Hrs:12			
Career Management and Development: Introduction to Career management meaning - Stages of life and Career Development - process of career Development - Issues in career development.					
UNIT – V		Lecture Hrs:12			
HRD & Diversity: Introduction - Organizational culture - Labor market changes and discrimination adapting to demographic changes					
Textbooks:					
<ol style="list-style-type: none"> 1.Jon M Werner ,Randy L DeSimone : Human Resource development (Thomson/Cengage) 2. Raymond A Noe : Employee Trainee Development (Tata McGraw Hill) 					
Reference Books:					
<ul style="list-style-type: none"> John P. Wilson Human Resource Development (Kogan Page Business Books) Tripathi P.C : Human Resource Development (Sultan Chand & Sons) Uday Kumar Haldar : Human Resource Development (Oxford) 					
Online Learning Resources:					
https://www.tutorialspoint.com/human-resource-management NPTEL :: Management - NOC:Principles of Human Resource Management					