

<b>Name of Faculty</b>	<b>Sonu Kumari</b>		
<b>Discipline</b>	<b>Department of Management Studies</b>		
<b>Semester</b>	<b>Third (III)</b>		
<b>Subject</b>	<b>Human Resource Development: Systems and Strategies (HRM 301)</b>		
<b>Lectures Required</b>	<b>Topic (Including Assignment/Test)</b>	<b>Practical Day</b>	<b>Assignment/Test</b>
2	HRD: scope, principles ,challenges, process	N/A	N/A
<b>A. Video: Jack Welch on role of HR</b> <b>B. The Cases on HRD Practices in business organizations</b>			
2	Changing paradigm of HRD, HRD culture and climates, global perspective on HRD	N/A	N/A
<b>A. SBI Case study on organizational culture and climate</b>			
2	Rao & Prateek integrated framework, the strategic HR framework approach, The integrative framework	N/A	N/A
<b>A. A Study of HRD Concepts, Structure of HRD Departments and HRD Practices in India</b> <a href="http://blue2x.50webs.com/hrd%20cebu/about%20hr.html">http://blue2x.50webs.com/hrd%20cebu/about%20hr.html</a> <b>B. Examples of companies (Oberoi Gorup of Hotels, Marriott Hotels, Accenture, Ernst &amp; Young etc.)</b>			
2	Human Capital Appraisal Approach, HRD score card Approach, P-CMM approach	N/A	N/A
<b>A. Balanced scorecard approach: case of Walmart</b>			
4	Performance Management , Potential Appraisal Training and development	N/A	N/A
3	Career planning, Succession planning , Quality Circles, Quality of work life	N/A	N/A
<b>A. HBR Case Study: The Flight of the Boomerang Employee</b> <b>B. The building blocks of career planning (PDF)</b> <b>C. Case studies on Succession Planning (Forbes)-</b> <a href="https://www.forbes.com/sites/johnwelsheurope/2019/01/17/5-case-studies-in-successful-succession-planning/#1665f06f2372">https://www.forbes.com/sites/johnwelsheurope/2019/01/17/5-case-studies-in-successful-succession-planning/#1665f06f2372</a> <b>D. Research article on QWL (by students)</b>			
3	Feedback, HRD Audit, OD interventions and contribution of subsystem to HRD goals	N/A	N/A

<b>A. How IBM leverages HR audits to enable efficiency</b>			
2	Designing of HRD systems	N/A	N/A
<b>A. Quiz on topic</b>			
2	Structure & organization of HRD , functions , Role of HRD managers	N/A	N/A
<b>A. Research article</b> <b>B. Quiz on topic</b>			
2	competencies of HRD professionals , Challenges of Future HRD professionals	N/A	N/A
<b>A. Quiz on topic</b> <b>B. Situation based Role play</b>			
1	HRD for Workers , HRD for other special groups	N/A	N/A
<b>A. Case study by students</b>			
3	HRD strategies for coping with organizational change, HRD in M&A,technology and HRD	N/A	N/A
<b>A. HRD in the era of technology (Research article).</b> <b>B. Investigating the link between strategy and HRD (Blog)</b>			
2	HRD practices in Organization	N/A	N/A
<b>A. Research articles by students</b>			
1	Recent trends of HRD in India	N/A	N/A
<b>A. News from e-paper (economic times)</b> <b>B. Quiz</b>			
<ul style="list-style-type: none"> <li>• <b>Online course (compulsory for all students)</b> Presentation on course pursued</li> <li>• <b>Report preparation and presentation on HRD Programs</b></li> </ul> <p style="text-align: center;"><b>Sessions=7</b></p>			
<b>Total Sessions = 31+7=38</b>	<b>Suggested Readings</b> <ol style="list-style-type: none"> <li>1. Dayal, Ishwar: Successful Application of HRD, New concepts, New Delhi. 1996.</li> <li>2. DayalIshwar: Designing HRD Systems, Concept, New Delhi, 1993.</li> <li>3. Gupta Santosh &amp; Deep Sachin Gupta: Human Resource Development,2<sup>nd</sup> Ed.</li> </ol>		

2008, Deep and Deep Publications.

4. Kohli, Uddesh & Sinha, Dharni P.: HRD - Global Challenges & Strategies in 2000, AD ISTD, New Delhi. 1995.
5. Krishnaveni, R.: Human Resource Development: A Researcher's Perspective, Excel books, 2008
6. Kaushal H.: Human Resource Development, McMillan.