

**PANIPAT INSTITUTE OF ENGINEERING AND TECHNOLOGY
PANIPAT**

Department of Management Studies

Semester: 4th

Faculty Name: Dr. Navita

Course Title: Group Dynamics and leadership Excellence

Course No .HRM-401

Sr. No.	Lecture No.	Topics to be covered	Target Outcome
1	L-1	HRD Introduction- Concept, Goals/Objectives, Scope, Principles	CO1
2	L-2	Challenges, HRD Process. Changing paradigm of HRD	CO1
3	L-3	HRD culture and climate	CO1
4	L-4	Global perspectives on HRD	CO1
5	L-5	HRD Frameworks: Rao and Pareek's Intergrated framework	CO2
6	L-6	The strategic HR Framework Approach, The integrative framework	CO2
7	L-7	Human Capital Appraisal Approach, HRD Score card approach	CO2
8	L-8	P-CMM Approach.	CO2
9	L-9	Performance Management, Potential Appraisal Training & Development	CO2
10	L-10	Career Planning, Succession Planning, Quality Circles. Quality of Work Life	CO2
11	L-11	Feedback , HRD Audit, OD Interventions. Contribution of sub-systems to HRD goals	CO2
12	L-12	Principles in designing HRD system	CO2
13	L-13	Structure and Organisation of HRD and its functions. Role of HRD Managers	CO3

Sr. No.	Lecture No.	Topics to be covered	Target Outcome
14	L-14	Competencies of HRD Professionals	CO3
15	L-15	, Challenges of future HRD professionals	CO3
16	L-16	HRD for Workers	CO3
17	L-17	HRD strategies for coping with Organizational Change	CO 3
18	L-18	HRD for other special groups	CO 3
19	L-19	HRD in M&A, Technology and HRD	CO 4
20	L-20	HRD Practices in Government	CO 4
21	L-21	Manufacturing	CO 4
22	L-22	Service Sector Organisations	CO 4
23	L-23	MNCs	CO 5
24	L-24	Recent Trends of HRD in India	CO 5
25	L-25	Recent Trends of HRD in India(case study)	CO 5