

# Human Resource Planning and Development



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## Description

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Human Resource Planning, Problems/Barriers to Human Resource Planning. **Unit-II Career planning** Concept, Objective, Career Stages, Significance of Career Planning, Need and Components of Career Planning, Career Planning *versus* Human Resource Planning, Career Planning *versus* Succession Planning, Process of Career Planning and Career Development, Human Resources Evaluation – Human Resources Audit and Human Resource Accounting, Succession Planning, HR Metrics. **Unit-III Evolution and Concept of HRD** System Concept, Role of HRD, Professionals, HRD Climate and its Element, HRD Matrix, HRD Function, HRD Process, Role of Line Managers and Supervisors in HRD. **Unit-IV Assessing and Implementing HRD Programmes** Task Analysis, Persons Analysis, Organisational Analyses, Assessing HRD Needs, HRD Process Models Training *versus* HRD, HRD Intervention, Quality of Worklife. Empowerment, Creating HRD Environment, Evaluation Framework; Collecting, Data for Evaluation, Research Design, Issues Concerning Evaluation, Assessing Impact of HRD. **Unit-V Organisational Culture and HRD** Workforce Diversity and HRD, Labour Market Changes, Equal Employment Opportunity, Adapting Demographic Changes and Gender Issues, HRD Practices in Manufacturing and Services Sector

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