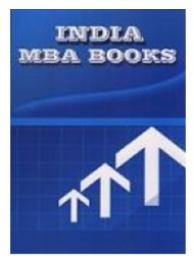
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## PREVIEW OF CHAPTERS SYLLABUS

# **Human Resource Development**

## Unit - I

Human Resource Development – Evolution of HRD - Relationship with HRM - Human Resource Development Functions - Roles and Competencies of HRD Professionals - Challenges to Organization and HRD professionals

Employee Behaviour – External and Internal In?uence – Motivation as Internal In?uence – Learning and HRD – Learning Strategies and Styles
Unit - II

Frame work of Human Resource Development - HRD Processes - Assessing HRD Needs - HRD Model - Designing E?ective HRD Program - HRD Interventions-Creating HRD Programs - Implementing HRD programs

- Training Methods - Self Paced/Computer Based/ Company Sponsored Training - On-the-Job and O?-the-Job - Brain Storming - Case Studies - Role Plays - Simulations - T-Groups - Transactional Analysis.

**Unit - III** 

Evaluating HRD programs - Models and Frame Work of Evaluation - Assessing the Impact of HRD Programs - Human Resource Development Applications - Fundamental Concepts of Socialization - Realistic Job Review

- Career Management and Development.

**Unit - IV** 

Management Development - Employee counseling and wellness services – Counseling as an HRD Activity - Counseling Programs - Issues in Employee Counseling - Employee Wellness and Health Promotion Programs

- Organizational Strategies Based on Human Resources.

Unit - V

Work Force Reduction, Realignment and Retention - HR Performance and Bench Marking - Impact of Globalization on HRD- Diversity of Work Force - HRD programs for diverse employees - Expatriate & Repatriate support and development.

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