

Name of College: S. R. Luthra Institute of Management								
Faculty	Management			Program	Master of Business Administration (M.B.A.)			
Year	II			Version	1.0			
Semester	4			Effective From	June 2024			
Course Code	MGMB15401	Course Name	Designing HRD Systems (DHRDS)					
Teaching Scheme				Examination Scheme				
Credits	Lecture (L)	Tutorial (T)	Practical (P)	ME	CE	SE	V	Total
4	4	0	0	30	40	50	---	120

Course Outcomes:

CO1	Examine the key terms, foundations, theories/concepts and practices in the field of HRD
CO2	Evaluate the need assessment, implementation, and evaluation process of HRD program in the organization
CO3	Design an effective HRD Program
CO4	Evaluate HRD Systems of organizations from Global and Asian perspective
CO5	Evaluate the role of HRD while dealing with contemporary issues in learning and development

Mapping Course Outcomes to Program Outcomes:

	PO1	PO2	PO3	PO4	PO5	PO6
CO1	3	2	2	2	2	2
CO2	3	3	2	2	2	3
CO3	2	3	3	2	2	2
CO4	3	3	2	3	2	3
CO5	2	3	3	3	3	2

Sr. No	Module	Description	CO	Marks	Hours
1	I	Introduction to Development System <ul style="list-style-type: none"> • Concept & Boundaries of HR System • Contexts & System Designing • Foundations of HRD • Aligning HRD with Corporate Strategy 	1, 5	12	10
		Shift from Training to Learning <ul style="list-style-type: none"> • Model of Employee Behaviour and Employee Influences • Maximizing Learning • Learning Styles & Strategies 			
2	II	Strategic Perspective in HR System Design <ul style="list-style-type: none"> • Issues concerning system and its components 	2, 3, 5	13	10
		HRD Needs <ul style="list-style-type: none"> • Levels of Need Assessment • Systematic approach to Training Need Assessment 			
		Designing Effective HRD Program <ul style="list-style-type: none"> • Process of Designing Effective HRD Program 			
3	III	Implementation of HRD Program <ul style="list-style-type: none"> • Methods (Overview) • Management Development and Management Education / Training • Issues while implementing the training programs 	2, 3, 5	13	10
		HRD Program Evaluation <ul style="list-style-type: none"> • Models & Framework of Evaluation <ul style="list-style-type: none"> ○ Kirkpatrick Model of Evaluation ○ Return on Investment (ROI) ○ Human Resources Effectiveness Index (HREI) ○ Human Capital Measurement ○ HR Profit Centre ○ Utility Analysis 			
4	IV	HRD Practices <ul style="list-style-type: none"> • Brief Description of HRD in Companies of Public & Private Sector 	4, 5	12	10
		HRD Function <ul style="list-style-type: none"> • Overview of HRD Function • Career Management • Global & Indian Experiences • Asian Trends in HRD 			

References:

Books:	
1.	Dayal, I. (1993). <i>Designing HRD Systems</i> . Concept Publishing Company.
2.	Edition, F., & Noe, R. A. <i>Employee Training and Development</i> .
3.	Lim, G. S., Werner, J. M., & Desimone, R. L. (2013). <i>Human Resource Development for Effective Organizations: Principles and Practices Across National Noundaries</i> . Cengage Learning.
4.	Mankin, D. (2009). <i>Human resource development. (No Title)</i> .
5.	Pareek, U., & Rao, T. V. (2015). <i>Designing and managing human resource systems</i> . Oxford and IBH publishing.
Newspapers / Magazines / Journals:	
1.	Asian Journal of Management Case
2.	Harvard Business Review
3.	Human Resource Development Review
4.	People Matters
5.	South Asian Journal of Human Resource Management
6.	Vikalpa – A Journal for Decision Makers

