**Paper Name: HRM 302- Human Resource Development**

**1. Introduction** (6L)

Concept of HRD, Rationale and Assumptions, Managing Change through HRD, Corporate HRD, Concept of HRD Climate

**2. Developing Human Resources** (6L)

Introduction to Orientation and Training, Managing Training Programme, Instructional Methods, Evaluation of Training and Development Programme, Career Planning and Development.

**3. Managing Teams** (8L)

Pre-requisites for a Good Team, Psychological Dimensions of Team Work, Principles of Team Building, Approaches to Team Building, Evaluating Team Performance, Inhibiting Factors in Team Performance

**4. Performance Management** (10L)

Organizational Model of Performance Management, Purposes of Performance Management, Performance Management Criteria, Behaviourial Approaches to Performance Management- Critical Incident Method, Behaviourial Anchored Rating Scale (BARS), Behaviourial Observational Scale (BOS), Assessment Centres-Characteristics, Designing an Assessment Centre, Assessment Centre Assignment.

**5. Contemporary HRD Practices** (8L)

Talent Management, HRD Audit and Methods, Achieving Work Life Balance, Emotional Intelligence, Employer Branding, Integrating HRD with Technology, People Capability Maturity Model (PCMM)

**Reference Books :**

1. Hollenbeck et al : Human Resource Management-Gaining a Competitive Advantage
2. Anthony et al : Human Resource Management- A Strategic Approach
3. Desimone and Harries: Human Resource Development (Thompson Learning)
4. Mathis, Jackson : Human Resource Management
5. Nicky Hayes : Managing Teams-A Strategy for Success
6. Tapomoy Deb: Human Resource Development
7. Biswajeet Pattanayak : Corporate HRD
8. J Leslie Mckeown : Retaining Top Employees
9. Nitin Sawardekar : Assessment Centres
10. Bill Curtis/William E Hefley/Sally A Miller: People Capability Maturity Model-Guidelines for Improving the Work Force