Gyanmanjari
Innovative University

Subject: Human Resource Planning and Development - BBAHR13310

Type of course: Major (Core)

Prerequisite: Students should have a basic understanding of Organizational goals and Strategy, Workforce Analysis, Environmental Scan, Legal and Regulatory Compliance and leadership support.

Rationale: This syllabus imparts a thorough grasp of Talent Acquisition and Retention, Skill Development, Succession Planning, Cost Efficiency, Adaptability to Change, Employee Engagement, Risk Management and ensures sustained success and growth of an organization

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks			Total Marks
					CCE		
CI	T	P	C	SEE	MSE	ALA	
4	0	0	4	100	30	70	200

Legends: CI-Classroom Instructions; T – Tutorial; P - Practical; C – Credit; SEE – Semester End Evaluation; MSE- Mid Semester Examination; V – Viva; CCE-Continuous and Comprehensive Evaluation; ALA- Active Learning Activities.

4 Credits * 25 Marks = 100 Marks (each credit carries 25 Marks)
SEE 100 Marks will be converted into 50 Marks
CCE 100 Marks will be converted into 50 Marks
It is compulsory to pass in each individual component

Course Content:

Sr. No	Course content	Hrs.	% Weightage
1	**Introduction to HRP&D:** • Definition • Relationship between HRM & HRD • Functions of HRD • HRD Climate & culture • HRD Mechanisms • Recruitment of employee	10	25
2	**HRD Intervention** • HRD intervention • Different level of Need Assessment (i.e. Personal/task/Organizational/Strategic) Prioritizing HRD needs **Training And Development** • A systematic approach to Training need Assessment • Various On-Job Training methods • Different Off the Job/Classroom Training approaches • Computer based training program and others • Implementing the Training Programs	20	25
3	**Knowledge Management And Career Planning** • Evaluation of Knowledge management • 4 stage of knowledge management • Type of knowledge management • Strategies & benefit of knowledge management • Career planning concept and process	15	25
4	**International Human Resource Management** • Concept And function of IHRM • Cross- Culture Studies • Cultural diversity • Transactional analysis • IHRM model	15	25

Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	**Poster Presentation** Students will make a poster in group of 5. Topics will be assigned by the faculty. Students will make a poster on the given topic and upload it on GMIU Web Portal.	10
2	**Recruitment Policy** Students have to prepare a Recruitment policy of the hypothetical business assigned by the faculty. Students have to upload the policy made by them on GMIU Web Portal.	10
3	**Training Program Design** Students will be divided into group of 5 and faculty will assign each group a specific department or function within the organization (e.g., sales, customer service, IT). Students will design a training program tailored to address the identified needs within their assigned department and upload it on GMIU Web Portal.	10
4	**Create Career Plan** Students have to prepare their own career plan. The career plan structure will be provided by the faculty. In this students have to get an overview of the career planning concept, emphasizing the importance of self-assessment, goal-setting and continuous development. Upload their plan on GMIU Web portal.	10
5	**HRD Evaluation** Faculty will assign to the students a specific scenario where there is a conflict or challenge related to HRM practices within an organization. Students have to find a solution and make a report and upload it on GMIU Web Portal.	10
6	**Case Study** Students will be assigned a real world case study or hypothetical case study related to the subject topics by the faculty. Students have to prepare a solution for the same and Upload it on GMIU Web portal.	10
7	**Attendance**	10
	Total	70

Suggested Specification table with Marks (Theory):100

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	40%	40%	10%	10%	-	-

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from the above table.

Course Outcome:

	After learning the course, the students should be able to:
CO1	Understand basic concept of Human resource planning in detail
CO2	Evaluate emerging training and development programme and HRD intervention
CO3	Understand career planning and knowledge management
CO4	Know the basic concept of International Human Resource Management

Instructional Method:

The course delivery method will depend upon the requirement of content and the needs of students. The teacher, in addition to conventional teaching methods by black board, may also use any tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction.

Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses, Virtual Laboratory

The internal evaluation will be done on the basis of Active Learning Assignment

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in the laboratory.

Reference Books:

[1] Jon M. Werner, Randy L. DeSimone Human Resource Development Cengage Learning 2016 / 6th Edition

[2] David Mankin Human Resource Development Oxford 2019

[3] Ekta Sharma Strategic Human Resource Management and Development Pearson 2019 / 1st

[4] Udai Pareek Designing and Managing Human Resource Systems Oxford & IBH 2017 / 3rd

[5] Anindya Basu Roy, Sumati Ray Competency Based Human Resource Management Sage 2019 / 1st

[6] P. L. Rao Enriching Human Capital Through Training and Development Excel Latest Edition

[7] Biswanath Ghosh Human Resource Development & Management Vikas Latest Edition

[8] Raymond Noe Employee Training & Development McGraw Hill 2019 / 8th

[9] Uday Kumar Haldar Human Resource Development Oxford 2009

[10] V.D. Dudheja Human Resource Management & Development in the new millennium Neha 2000