COURSE OUTLINE:
The course aims to equip students to develop themselves into a critically reflective and capable HRD practitioner, or a manager who can facilitate the learning of others. The major objective of the course is to explain and demonstrate the contribution of HRD in an organization and enable student to develop an ability to decide learning and training needs; and have competence in the design and delivery of learning programmes. Organizations are made up of people: their knowledge, skills, attitudes and interconnections. In order to survive and thrive, organizations need to facilitate the growth of all of these as part of a HRD strategy. Human Resource Development (HRD) is a key activity that systematically leads to the growth and development of people in organisations, and makes organisations more effective. The process of identifying needs and designing and delivering HRD interventions that are part of the course are crucial skills for all managers. The course will focus on the role of HRD in designing and implementing appropriate strategies in line with the business goals of their organization.

ABOUT INSTRUCTOR:
Prof. Kailash B L Srivastava is Professor, Department of Humanities and Social Sciences and Joint Professor in Vinod Gupta School Management, and specializes in the area of Human Resource Management and Development and Organizational Behaviour at Indian Institute of Technology, Kharagpur. He holds a first class Master’s degree in Psychology from Gorakhpur University and Ph.D. from Indian Institute of Technology, Kanpur, and has around 28 years of teaching, research, and training experience.

COURSE PLAN:
Week 01: Introduction to Human Resource Development: Emergent of HRD, Critical HRD roles, challenges for HRD.
Week 02: HRD in global perspective, HRD- Performance link, Strategic perspective of HRD.
Week 03: HRD Process Model: identification of HRD needs and Design and development of HRD programmes.
Week 05: Employee coaching and performance management: Coaching to improve poor performance, coaching analysis.
Week 06: HRD interventions: Mentoring for employee development: Role of mentoring in development.
Week 07: Employee counseling for HRD: Overview of counseling programmness, employee assistance programme, stress management, employee wellness and health promotion.
Week 08: Competency framework of HRD: why competency mapping? Understanding the competency mapping framework.
Week 09: Career Planning, management, and development: Career development stages and activities, role of individual and organization in career planning, Issues in career management.
Week 10: Intellectual capital (IC), its measurement and management: Components of IC, measurement models of IC, IC index and challenges for HR.
Week 11: HRD, Organizational Learning, and learning organizations.
Week 12: The future of HRD and HRD Ethics: Research, practice and education of HRD for innovation and talent development and management, Role of HRD in developing ethical attitude and behavior and development, Ethical problems with HRD roles.