

Teaching Plan

From 27th July to 30th November, 2015

Course Teacher: Dr. Ravindra Ramesh Patil

Course/Paper No. HRM-SIII-12

Title: Human Resource and Organizational Development

S.No	Months/Year	Unit I Fundamentals of Human Resource Development
1	July, 2016	<p><i>Concepts of Human Resource Development</i> References:</p> <ol style="list-style-type: none"> 1) De Simone, Randy L., (1998) Human Resource Development, Second Edition, The Dryden Press, Harcourt Brace College Publisher, Fort Worth 2) Harrison, Rosemary and Joseph Kessels (2004) Human Resource Development in a Knowledge Economy: An Organizational View, Palgrave, New York
	August, 2016	<p><i>Philosophy, Goals, challenges and Prerequisites of HRD</i> References:</p> <ol style="list-style-type: none"> 1) De Simone, Randy L., (1998) Human Resource Development, Second Edition, The Dryden Press, Harcourt Brace College Publisher, Fort Worth 2) Dayal, Ishwar (1993), Designing HRD Systems, Concept Publications, New Delhi 3) Dayal, Ishwar (1996), Successful Applications of HRD, New concepts, New Delhi
	August, 2016	<p><i>Models, Evolution and Objectives of HRD</i> References:</p> <ol style="list-style-type: none"> 1) Dayal, Ishwar (1993), Designing HRD Systems, Concept Publications, New Delhi 2) Dayal, Ishwar (1996), Successful Applications of HRD, New concepts, New Delhi
	August, 2016	<p><i>HRD System: Design, Principles and Strategies Fundamentals of learning, Training, Education, Competency and Development</i> References:</p> <ol style="list-style-type: none"> 1) Dayal, Ishwar (1993), Designing HRD Systems, Concept Publications, New Delhi 2) Dayal, Ishwar (1996), Successful Applications of HRD, New concepts, New Delhi 3) Gilley, Jerry W., A. Steven Egglund (1989)

		Principles of Human Resource Development, Addison-Wesley Publishing Company, Inc., Massachusetts.
2.		Unit II Human Resource Development System
	October, 2016	<i>Training and Development: Overview, Principles, Strategies and Phases</i> References: <ol style="list-style-type: none"> 1) De Simone, Randy L., (1998) Human Resource Development, Second Edition, The Dryden Press, 2) Dayal, Ishwar (1993), Designing HRD Systems, Concept Publications, New Delhi 3) Dayal, Ishwar (1996), Successful Applications of HRD, New concepts, New Delhi
	October, 2016	<i>Training Need Identification: Concepts and Methods</i> References: <ol style="list-style-type: none"> 1) De Simone, Randy L., (1998) Human Resource Development, Second Edition, The Dryden Press, 2) Dayal, Ishwar (1993), Designing HRD Systems, Concept Publications, New Delhi 3) Dayal, Ishwar (1996), Successful Applications of HRD, New concepts, New Delhi
	October, 2016	<i>Training Planning, Organising ,Modalities and Methods</i> References: <ol style="list-style-type: none"> 1) De Simone, Randy L., (1998) Human Resource Development, Second Edition, The Dryden Press, 2) Dayal, Ishwar (1993), Designing HRD Systems, Concept Publications, New Delhi 3) Dayal, Ishwar (1996), Successful Applications of HRD, New concepts, New Delhi 4) Rao, T.V. et al (1997) Alternative Approaches and Strategies of Human Resource Development, Rawat Publications, Jaipur 5) Rao, T.V. (2008) Human Resource Development: Experiences Interventions Strategies, Sage Publications, New Delhi
	October, 2016	<i>Training Evaluation: Process, Methods and Tools</i>

		<p>References:</p> <ol style="list-style-type: none"> 1) De Simone, Randy L., (1998) Human Resource Development, Second Edition, The Dryden Press, 2) Rao, T.V.(2005) HRD Audit: Evaluating the Human Resource Function for Business Improvement, Response Books, New Delhi 3) Rao, T.V. et al (1997) Alternative Approaches and Strategies of Human Resource Development, Rawat Publications, Jaipur 4) Rao, T.V. (2008) Human Resource Development: Experiences Interventions Strategies, Sage Publications, New Delhi
3.		Unit III Organizational Development(OD)
	November, 2016	<p><i>Concept, Scope, Values, Assumption and Need</i></p> <p>References:</p> <ol style="list-style-type: none"> 1) De Simone, Randy L., (1998) Human Resource Development, Second Edition, The Dryden Press, 2) Ghosh, Biswanath (2000), Human Resource Development and Management, Vikas Publishing House, Private Ltd. New Delhi 3) Harrison, Rosemary (1997) Employee Development, Universities Press (India) Limited, Hyderabad
	November, 2016	<p><i>Appreciative Enquiry, Action and Programme Management</i></p> <p>References:</p> <ol style="list-style-type: none"> 1) Maheshwari, B.L. & P. Dharni Sinha (1991) Management of Change through HRD, Tata McGraw Hill, New Delhi 2) Cooperrider, D.L et al (2008) The Appreciative Inquiry Handbook: For Leaders of Change, Berrett-Koehler Publishers, San Francisco
	November, 2016	<p><i>OD Intervention and Techniques</i></p> <p>References:</p> <ol style="list-style-type: none"> 1) De Simone, Randy L., (1998) Human Resource Development,

		<p>Second Edition, The Dryden Press, Hyderabad</p> <p>2) Harrison, Rosemary and Joseph Kessels (2004) Human Resource Development in a Knowledge Economy: An Organizational View, Palgrave, New York</p> <p>3) Jayagopal, R (1990), Human Resource Development: Conceptual Analysis and Strategies, Sterling Publishers Private Ltd, New Delhi</p>
	November, 2016	<p><i>OD for Managing Organizational Effectiveness</i></p> <p>References:</p> <p>1) De Simone, Randy L., (1998) Human Resource Development, Second Edition, The Dryden Press,</p> <p>2) Ghosh, Biswanath (2000), Human Resource Development and Management, Vikas Publishing House, Private Ltd. New Delhi</p> <p>3) Harrison, Rosemary (1997) Employee Development, Universities Press (India) Limited, Hyderabad</p>

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