

**LESSON/SESSION PLAN 2017-2018**

ST. JOSEPH'S COLLEGE OF COMMERCE, BANGALORE

Subject – **HUMAN RESOURCE DEVELOPMENT**

Course : B.Com

Semester : Vth SEM

Faculty - Dr. Shubhra

Module Number	Session No	Topic	Pre- class activity	Pedagogy (in class)	Out of class assignment/assessment
1	1 -7	Introduction to HRD – Meaning-Relationship between HRD AND HRM-HRD Processes and Outcomes-HRD Matrix-HRD Interventions- Personality quotient – Emotional quotient/Intelligence – Changing view of Global HRD and the use of computer and the internet (HRIS) – Role and competencies of HRD Professionals	-----	LECTURES, DISCUSSIONS & CASE STUDY	Q&A

2.	7-23	<p>HRD Process -Assessing need for HRD- Designing and developing effective HRD Programs- Implementing HRD Programs-Evaluating the effectiveness of HRD Programs HRD Activities - Orientation and training – Orienting employees – Training process – Training needs analysis – Training techniques – Evaluating training efforts – Methods of training – Sensitivity training – Case study – Role play – Business game – In basket exercise – Designing training program.</p> <p>Development: Nature and purpose of management development– Managerial on-the-job training – Job rotation and management – Off the job management development techniques – Computerised managerial assessment and development program. Ethics-Code of Employee Conduct- HR Audit-Data security and Data Breach, Antecedents and Incidences</p>		Blended learning, LECTURES & CASE STUDY	Q&A
3	23-31	<p>Introduction – Definition and concept – Characteristics-Growth and relevance of OD – Operational goals of OD – Conditions for OD success – Phases of OD –Group level and Individual Level</p> <p>Diagnosis- Techniques of OD – Interventions: Meaning and types -Benefits and limitations of OD – Change Process: Meaning -Types of change – Managing resistance to change at work- Institutionalizing Organisational Changes Perception: Factors and process – Components of consumer learning – Mechanisms of learning – Consumer memory – Consumer information processing – Nature of consumer attitudes – Components of attitudes – Hierarchy of effects – Attitude formation and change.</p>		FLIP CLASS,Blended Learning, LECTURES & CASE STUDY	Q&A, Short research oriented assignments, case studies.
4.	31-41	<p>Team Development – Nature of teams and types of teams – Techniques used in building team performance- Individualism V/S Collectivism QC: Meaning-Organizational</p>	Revise and get familiarized with different approaches	LECTURES & CASE STUDY	Preparation of estimates based on forecasting, , Quiz, Q&A

5.	41- 53	Meaning and definition – Origins – Philosophy of TA – Goals – 6 Key Concepts – Ego States – Transactions – Cross – Parallel– Ulterior Strokes – Different Types – Negative Strokes – Strokes Economy Life Positions - Four quadrants – Its Relevance to Managers – Co Relative with Self-Esteem – Attitudes	Revise and get familiarized with different approaches	LECTURES & CASE STUDY	Case study , Quiz,debates, Q&A analysis.
6	53-60	Competency Mapping, People Capability Maturity Model (PCMM), Balanced Score Card, Appreciative Enquiry, Employer Branding, Employee Branding, Cross Cultural Training, HRD Audit, Challenges in HR		Lecture LECTURES & CASE STUDY	Analyse organizing structures of different MNC's, Quiz, Q&A