



GUJARAT TECHNOLOGICAL UNIVERSITY

**Program Name: Bachelor of Business Administration /
Bachelor of Business Administration (Honours /Honours with Research) /
Master of Business Administration (Integrated)**

Level: UG

Course / Subject Code: BB05001071

**Course / Subject Name : Essentials of Human Resource
Development Systems & Strategy**

w. e. f. Academic Year:	2026-27
Semester:	5
Category of the Course:	HRM Specialization-1

Prerequisite:	Principles of Management, Understanding of HRM, Strategic Management and Organization Behaviour
Rationale:	21 st century is a century of change and development. It is very essentials for organization to cope up with changing trends/ Technologies, customer needs and get itself adapted in a way, so that organization can have competitive advantage. HRD is a very crucial process for this up gradation and adaptation. Human Resource Development will assure Right person at Right Place at Right time.

Course Outcome:

After Completion of the Course, Student will able to:

No	Course Outcomes	RBT Level
01	Define key concepts related to Human Resource Development	Remember
02	Understand business demand and accordingly fulfilling Human Resource requirement to satisfy the business world's requirement	Understand
03	Ability to decide type of training/trainer/ training program and evaluation of training program	Apply
04	Develop sensitivity and sense of responsibility for employee's development	Analyse
05	Identify leadership style for better need assessment.	Evaluate

**Revised Bloom's Taxonomy (RBT)*

Teaching and Examination Scheme:

Teaching Scheme (in Hours)			Total Credits L+T+ (PR/2)	Assessment Pattern and Marks				Total Marks
L	T	PR	C	Theory		Tutorial / Practical		
				ESE (E)	PA / CA (M)	PA/CA (I)	ESE (V)	
3	1	0	4	70	30	50	0	150



GUJARAT TECHNOLOGICAL UNIVERSITY

**Program Name: Bachelor of Business Administration /
Bachelor of Business Administration (Honours /Honours with Research) /
Master of Business Administration (Integrated)**

Level: UG

Course / Subject Code: BB05001071

**Course / Subject Name : Essentials of Human Resource
Development Systems & Strategy**

Course Content:

Unit No.	Content	No. of Hours	% of Weightage
1.	Introduction to HRD: • Definition • Relationship between HRM & HRD • Functions of HRD • Roles & Competencies of HRD professional. • The evolution of the HRD theories • Implications of Globalization on HRD The Role & Theories of Learning and HRD: • Learning and Instruction • Different theories of learning • Maximizing Learning • Potential barriers in learning • Learning strategies and style	11	25
2.	Assessing HRD needs: • Purpose of Assessment • Different level of Need Assessment (i.e. --- Personal/task/Organizational/Strategic) • Prioritizing HRD needs • A systematic approach to Training need Assessment • Training & HRD process model	11	25
3.	Designing Effective HRD programs: • Defining the objectives of the HRD interventions. • Make –versus –buy decision • Selecting the Trainer • Preparing a lesson Plan, • Selecting training methods	14	30



GUJARAT TECHNOLOGICAL UNIVERSITY

**Program Name: Bachelor of Business Administration /
Bachelor of Business Administration (Honours /Honours with Research) /
Master of Business Administration (Integrated)**

Level: UG

Course / Subject Code: BB05001071

**Course / Subject Name : Essentials of Human Resource
Development Systems & Strategy**

	- Preparing training materials, - Scheduling HRD Programs		
4.	Training Delivery methods: - Various On-Job Training methods - Different Off the Job/Classroom Training approaches - Computer based training program and others - Implementing the Training Programs - HRD Program evaluation - The training Evaluation Process. - Ethical issues concerning Evaluation	9	20
5	Assignment can be given in group to study HRD practices in SMEs /Large organizations, Comparison between them/ identifying common HRD practices among all level.	15	CEC
	Total	60	100

Suggested Specification Table with Marks (Theory):

Distribution of Theory Marks (in %)					
R Level	U Level	A Level	N Level	E Level	C Level
30	30	10	20	10	-

Where R: Remember; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create (as per Revised Bloom's Taxonomy)

Suggested Case Study: Appropriate cases from book can be taught in classroom.

References/Suggested Learning Resources:

Books:

- Warner & Desimone; "Human Resource Development", Published by Cengage Learning, latest Edition.
- Rao.T.V. "Future of HRD" by Mcmillan Publishers
- Pareekh Udai & T.V.Rao, "Understanding HRD System" by Tata Mcgraw Hill.
- Biswanath Ghose, "Human Resouce Development & management" by Vikash Publishers.
- Tripathi P.C. "Human Resource Development by Sulatan Chund Publishers



GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Bachelor of Business Administration /
Bachelor of Business Administration (Honours /Honours with Research) /
Master of Business Administration (Integrated)

Level: UG

Course / Subject Code: BB05001071

Course / Subject Name : Essentials of Human Resource
Development Systems & Strategy

(b) Journals:

1. Journal of Applied Behavioral Science
2. Human Resource Development Review

CO- PO Mapping:

Semester 5	Course Name : Essentials of Human Resource Development Systems & Strategy				
	POs				
Course Outcomes	PO1	PO2	PO3	PO4	PO5
CO1	2	1	1	1	1
CO2	3	2	3	2	2
CO3	3	3	2	2	3
CO4	2	1	3	3	2
CO5	2	2	3	2	2

Legend: '3' for high, '2' for medium, '1' for low and '-' for no correlation of each CO with PO.

* * * * *