

**Department of Social Work
Jamia Millia Islamia
MA Human Resource Management**

**Human Resource And Organizational Development
III Semester**

Teaching Plan 2019-21

Weeks	Topics to be covered	Reference
Week 1	HRD-Concepts, philosophy, goals, challenges and prerequisites.	Dayal, I. (1993), <i>Designing HRD Systems</i> . New Delhi, India: Concept Publications.
Week 2	Models, evolution and objectives.	Dayal, I. (1993), <i>Designing HRD Systems</i> . New Delhi, India: Concept Publications.
Week 3	HRD System: Design, principles and strategies.	Dayal, I. (1993), <i>Designing HRD Systems</i> . New Delhi, India: Concept Publications.
Week 4	Fundamentals of Learning, training, education, competency and development.	Dayal, I. (1993), <i>Designing HRD Systems</i> . New Delhi, India: Concept Publications.
Week 5	Training and Development: Overview, principles, strategies and phases.	Dayal, I. (1993), <i>Designing HRD Systems</i> . New Delhi, India: Concept Publications.
Week 6	Training Need Identification: Concept and Methods.	Dayal, I. (1993), <i>Designing HRD Systems</i> . New Delhi, India: Concept Publications.
Week 7	Training planning, organizing, modalities and methods.	Dayal, I. (1993), <i>Designing HRD Systems</i> . New Delhi, India: Concept Publications.
Week 8	Training Evaluation: process, methods and tools and HR Audit.	Dayal, I. (1993), <i>Designing HRD Systems</i> . New Delhi, India: Concept Publications.
Week 9	OD-Concept, scope, values, assumptions and need.	Cummings, T.G. (2008), <i>Handbook of Organizational Development</i> . USA: Sage Publications.
Week 10	Action and Program	Cummings, T.G. (2008),

	management/ Assessment Centers.	<i>Handbook of Organizational Development</i> . USA: Sage Publications.
Week 11	OD interventions and techniques.	Cummings, T.G. (2008), <i>Handbook of Organizational Development</i> . USA: Sage Publications.
Week 12	OD for managing Organizational Effectiveness	Cummings, T.G. (2008), <i>Handbook of Organizational Development</i> . USA: Sage Publications.