



**MEASI INSTITUTE OF MANAGEMENT  
CHENNAI-14**  
Approved by All India Council of Technical Education and  
Affiliated to the University of Madras, ISO 9001:2015 Certified Institute

**LESSON PLAN**

<b>Name of the Course</b>	HUMAN RESOURCES DEVELOPMENT - PMF15	<b>Lecture</b>	3
<b>Type of the Course</b>	Core	<b>Theory</b>	0
<b>Course Code</b>	PMF15	<b>Practical</b>	0
<b>Semester</b>	II	<b>Seminar</b>	0
<b>Maximum Hours</b>	45	<b>Credits</b>	3

Unit No.	Topics	Teaching type	Level	Method	No of hours
<b>Unit I</b>	<u>Introduction:</u> Definition, Scope and objectives - Evolution of HRD	Understanding	L2	Lecture	1
	Developmental Perspective of HRD - HRD at macro and micro levels	Understanding	L2	Lecture	2
	Outcomes of HRD in the National and Organizational contexts	Understanding	L2	Lecture	2
	Qualities and Competencies required in a HRD professional	Understanding	L2	Lecture	1
	Importance of HRD in the Present Context	Understanding	L2	Lecture	1
	Development of HRD Movement in India.	Understanding	L2	Lecture	1
	Difference between HRM and HRD Organisation of HRD Function	Understanding	L2	Lecture	1
<b>Unit II</b>	<u>Human Resource Development System:</u> HRD	Understanding	L2	Lecture	1
	Climate and Culture – Influences of	Reflective	L3	Analytic	1
	Model of Employee Behaviour	Understanding	L2	Lecture	1
	External and Internal Factors Influencing	Understanding	L2	Lecture	1



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	<u>Learning and HRD: Learning Principles</u>	Understanding	L2	Lecture	2
	Mechanisms Maximizing Learning – Individual Differences in the Learning Process	Understanding	L2	Lecture	1
	Learning Strategies and Styles	Understanding	L2	Lecture	1
	Recent Developments in Instructional and Cognitive Psychology.	Understanding	L2	Lecture	1
<b>Unit III</b>	<u>Developing Human Capacity: Aptitude - Knowledge Responsiveness</u>	Reflective	L3	Analytic	1
	Values - Skills of Human Relations	Reflective	L3	Analytic	1
	Loyalty and Commitment - Transparency	Understanding	L2	Lecture	1
	Leadership Development.	Understanding	L2	Lecture	1
	<u>Evaluating HRD: Human Resource Accounting</u>	Reflective	L3	Analytic	2
	HR Audit and Benchmarking -	Understanding	L2	Lecture	1
	Impact Assessment of HRD initiatives on the bottom-line of an organization.	Understanding	L2	Lecture	2
<b>Unit IV</b>	<u>Training and Development: Meaning and Scope of training education and development;</u>	Understanding	L2	Lecture	1
	Training need analysis	Understanding	L2	Lecture	1
	Types of training Internal and external -	Reflective	L3	Analytic	1
	Outbound Training -	Understanding	L2	Lecture	1
	Attitudinal training	Reflective	L3	Analytic	2
	Principles Involved in Selection of Training Method	Understanding	L2	Lecture	1



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<b>Unit V</b>	Techniques of Training Different Levels	Understanding	L2	Lecture	<b>1</b>
	Training effectiveness.	Understanding	L2	Lecture	<b>1</b>
	<u>Career Planning and Development:</u> Definition - objectives – importance – career development	Understanding	L2	Lecture	<b>1</b>
	Principles of theories career planning – steps involved	Understanding	L2	Lecture	<b>2</b>
	Succession planning	Understanding	L2	Lecture	<b>2</b>
	<u>Recent Trends in HRD:</u> Training for trainers and HRD professionals	Understanding	L2	Lecture	<b>2</b>
	Promoting Research in HRD.	Understanding	L2	Lecture	<b>2</b>
				<b>TOTAL</b>	<b>45</b>

Note:

Teaching Type	Level	Method
Memory level	L1	Drill, Review and Revision and Asking the question
Understanding level	L2	Lecture method, lecture demonstration method, discussion method, inductive and deductive, exemplification and explanation methods
Reflection level	L3	Problem solving method, investigating projects, Heuristic method, Experimental method, Inquiry oriented method, analytic method