



Curriculum - 2017

BBA Hons (Human Resource Management) Degree Program

Faculty of Management and Finance

University of Ruhuna

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## HRM 31403: Human Resource Development

Level: 3000

Number of Credits : 03

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### Course Description

Human resource development covers training and development, career development, and organizational development. This course is designed to provide knowledge and skills for assessing, designing, implementing, and evaluating human resource development interventions.

### Intended Learning Outcomes

At the end of the course, the student will be able to;

- Explain human resource development functions,
- Appraise the role of human resource development functions in improving organizational performance,
- Apply the human resource development knowledge and skills to solve problems pertaining to human resource development interventions.

### Teaching/Learning Methods

Lectures, Group discussions, Workshops and Seminars

### Methods of Assessment

In-course Assessments	: 30%
End Semester Examination	: 70%

### Course Contents

1. Overview of human resource training and development
2. Learning and human resource training and development
3. Assessing human resource training and development needs
4. Designing human resource training and development programs
5. Implementing human resource training and development programs
6. Evaluating human resource training and development programs
7. Employee socialization and orientation
8. Skills and technical training
9. Coaching
10. Employee counseling and wellness services
11. Management development
12. Career development
13. Organizational development

### Recommended Readings

1. Werner, J.M., & Desimone, R.L. (2012). Human Resource Development. (06th Ed): South Western, USA.
2. McGuire, D. (2014). Human Resource Development. (02nd Ed).Sage Publication.