



Faculty of Management and Finance
Bachelor of Business Administration Honours in Human Resource Management
Degree Programme
Course Unit Information Sheet

Course Code		HRM 22523			
Course Name		Human Resource Development			
Semester		2000 Level - Semester II			
Credit Value	3	Core/Optional	Core	GPA/NGPA	GPA
Hourly Breakdown		Lectures	Practical	Independent Learning	
		45 Hours		105 Hours	
Course Description This course provides students with an understanding of the concepts, theories, processes, and practices of Human Resource Development (HRD). It covers functions, recent developments, challenges, and issues in Human Resource Development.					
Intended Learning Outcomes				PLO Alignment	
At the end of the course unit, the student shall be able to,					
1. Explain human resource development concepts, models, and theories.				1	
2. Describe the functions of human resource development.				2	
3. Identify the challenges and issues in human resource development.				5, 14	
4. Discuss the ways of improving the skills and competencies of human resource development professionals.				16, 20, 22	
5. Apply human resource development theories and concepts to deal with contemporary issues in HRD.				18, 19, 20	
Course Content				Hours	ILOs
1. Foundations of HRD				3	1
2. Learning & HRD				3	1
3. Assessment of HRD Needs				3	1, 2
4. Designing Effective HRD Programs				3	2
5. Implementing HRD Program				6	2
6. Evaluating HRD Programs				3	2
7. Training and Human Capital Investment				3	1
8. Employee Orientation				3	2
9. Skills and Technical Training				3	2,4
10. Coaching and Performance Improvement				3	2
11. Employee Counselling Services				3	2
12. Succession Planning and Management Development				3	2,5
13. Organisation Development and Change				3	2,5
14. Barriers to HRD				3	5
Teaching Methods					
Lectures, Tutorials, Case studies, Seminars, Workshops, Field visits, and Group discussions.					

Assessment Methods		
In-course Assessments 30 %	Final Examination 70 %	Total: 100%
Recommended Reading		
1. Werner, J.M. <i>Human Resource Development: Talent Development</i>. Cengage Learning. The latest edition. 2. Werner, J.M., and Desimone, R.L. <i>Human Resource Development</i>. South Western, USA. The latest edition. 3. Desimone, R. L., Werner, J.M., & Harris, D.M. <i>Human Resource Development</i>. Harcourt College Publishers. The latest edition.		