GOKARAJU RANGARAJU INSTITUTE OF ENGINEERING AND TECCHNOLOGY
HUMAN RESOURCE DEVELOPMENT AND ORGANIZATIONAL BEHAVIOUR
(Open Elective-I)

Coursecode: GR18A3118   L T P C

III B.Tech II SEM   3 0 0 3

Course Objectives

1. To make student aware of the concepts, techniques and practices of human resource development.
2. This course is intended to make students capable of applying the principles and techniques as professionals for developing human resources in an organization.
3. OB provides perspectives and skills that enhance understanding of our own behaviour and our ability to influence the behaviour of others in organizational settings
4. OB and HRM together can instill sustainability deep within an organizations' culture.
5. To equip them with behavioural skills in managing people at work.

Course Outcomes

1. To familiarize the concepts, techniques and practices of human resource development in the current organizational view and to impart and apprise the capable of applying the principles and techniques as professionals for developing human resources in an organization.
2. Develop, implement, and evaluate organizational human resource development strategies aimed at promoting organizational effectiveness in different organizational environments.
3. To acquaint the student with the determinants of intra -individual, inter-personnel and inter-group behaviour in organisational setting.
4. To Understand individual behavior in organizations, including diversity, attitudes, job satisfaction, emotions, moods, personality, values, perception, decision making, and motivational theories and apply in the organizational context.
5. To assess the group behavior in organizations, including communication, leadership, power and politics, conflict, and negotiations in the frame work of organization.

Unit I -Introduction to Human Resource Development: Concept; Relationship between human resource management and human resource development; HRD mechanisms, processes and outcomes; HRD matrix;Roles and competencies of HRD professionals; Challenges in HRD, steps in HRD Process.
Unit II-HRD Applications and Trends: Coaching and mentoring; Career management and development; Competency mapping; Balanced Score Card. HRD in Organisations: Selected cases covering HRD practices in government organisations, manufacturing and service industries and MNCs.

Unit III - Introduction to OB : Organisational Behaviour- Concept and Emergence of OB Concept; Nature and Theoretical frameworks; Models of Organisational Behaviour, Challenges and Opportunities for Organisational Behavior;
Unit IV- Individual Behaviour: Individual Behaviour: Personality, Learning, Values and Attitudes, Perception, Stress at work. Management's assumptions about people- McGregor's Theory X and Theory Y. Motivation - Maslow's Need Hierarchy, Herzberg's Two Factors Theory, Vroom's Expectancy Theory.

Unit V-Inter-personal and Group Behaviour: Interpersonal communication and Feedback; Transactional Analysis (TA); Johari Window.Group Behaviour: Group Dynamics, Cohesiveness and Productivity; Management ofDysfunctional groups; Group Decision Making. Leadership- Concept and Styles.

Text Books:
1. Robbins, Stephen P. and Timothy A. Judge, Organisational Behaviour, Prentice -Hall, New Delhi.
2. Werner J. M., DeSimone, R.L., Human resource development, South Western.

Reference Books:
1. Luthans, Fred, Organizational Behaviour, McGraw-Hill, New York.
2. Gregory, Moorhead and Ricky W. Griffin, Managing Organizational Behaviour, Thomson South Western Publication.
3. Pareek, Udai and V. Sisodia, "HRD in the New Millennium, Tata McGraw - Hill Publishing Co. Ltd., New Delhi, 1999.
4. Haldar, U. K., Human resource development, Oxford University Press India.
5. Rao, T.V., Future of HRD, Macmillan Publishers India.
6. Rao, T.V., HRD Score Card 2500: Based on HRD audit, Response Books, SAGE Publications.
7. Mankin, D., Human resource development, Oxford University Press India.