

NO.	TITLE		
1.	Subject	Human Resource Development	
2.	Subject Code	DHRM 402	
3.	Status	Major	
4.	Credit Hours	3	
5.	Semester	Semester 4, Year 2	
6.	Objectives	To introduce the students to human resource development field, the basic assumptions of it and the functions related to human resource.	
7.	Learning Outcome	At the end of the lesson students are able to: <ul style="list-style-type: none"> - prepare their career in human resource development related career; - involve and integrate in the human resource development activity; - understand and develop major roles in human resource development. 	
9.	Synopsis	<p>The focus is on a specific role or area of application and review of the theory, principles, research and skills involved in understanding, appreciating and performing the role or working in HRD area. It also seeks to define and give direction to the theory and areas of application involving developing human being.</p> <p>Nevertheless, it includes a definition of the concept of HRD, the future of field, a history of HRD, its structure, major roles taken by practitioners program areas, international setting of HRD careers and career preparation.</p>	
9.	Syllabus and Contact Hours	Syllabus	Contact Hours
		1. Concept of Human Resource Development <ul style="list-style-type: none"> - Definition of Human Resource Department - Human resource development assumption - Human resource activity area - Positioning HRD in the organisation - What HRD specialists do - HRD role combinations in real jobs 	5
		2. The History of Human Resource Development <ul style="list-style-type: none"> - Theoretical explanation for human resource development 	4
		3. Human Resource Development <ul style="list-style-type: none"> - Seven forces shaping HRD - Critical issues for HRD - Indicators of HRD effectiveness 	4
		4. Structure of Human Resource Development	4

		<ul style="list-style-type: none"> - Location of the HRD function - Departmental organisational patterns - HRD physical resources - Staffing a HRD function 	
		5. Analytical Roles <ul style="list-style-type: none"> - Needs analyst role - Researcher role - Evaluator role 	4
		6. Developmental Roles <ul style="list-style-type: none"> - Program designer role - HRD materials developer role 	4
		7. Instrumental Roles <ul style="list-style-type: none"> - Instructor/ facilitator role - Organisation change agent role - Marketer role 	4
		8. Mediation Roles <ul style="list-style-type: none"> - HRD manager role - Individual career development advisor role - Program administrator role 	4
		9. Program Areas in Human Resource Development <ul style="list-style-type: none"> - Program areas - Three categories of programs 	4
		10. International Human Resource Development <ul style="list-style-type: none"> - Class structure & HRD learning transfer - Social institutions and HRD transfer - Culture and HRD transfer - Communication and international HRD - Intercultural setting 	5
		TOTAL	42
10.	Main Reference	Noe, R. A. (2000). <i>Employee Training and Development</i> . McGraw Hill International Editions.	
11.	Additional Reference	Walton, J. (1999). <i>Strategic Human Resource Development</i> . London: Financial Times Prentice-Hall. Wilson, J. P. (2005). <i>Human Resource Development: Learning and Training for Individuals and Organizations</i> (2 nd ed.). London: Kogan Page.	