



**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**

PART A

UNIT 1

Define HRD

Define Learning

Define Training

Define Motivation

Define Human Resources

Define Employee Behaviour

Define Learning

Define Job Analysis

Define Recruitment

Define Selection

Define Morale

What is Compensation?

What is the meaning of HRD?

List 2 Scope of HRD

List 2 functions of HRD

List 2 qualities of HRD professionals

UNIT 2

What is HRD MECHANISMS?

What is Employee Behaviour?

What are Learning Principles?

What is Maximizing Learning?



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List Learning Strategies

What are the Learning Styles?

UNIT 3

What is Aptitude?

What is Knowledge?

Define Values-

List Skills of Human Relations

Define Responsiveness

Define Loyalty

Define Commitment

Define Transparency

What is Human Resource Accounting?

Define HR Audit

List HRD initiatives

UNIT 4

Define Training

What is Training and Development?

List the Scope of training

What is education and development?

What do you mean by Training need analysis

List one Internal training and external training

What is Outbound Training?

What is Attitudinal training?



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UNIT 5

What is Career Planning?

Definition career planning

State on objectives of career planning

State 2 importance of career development

Define succession planning.

What do you understand from Training for trainers?

PART B

UNIT 1

Identify the Relationship between HRD and HRM

Describe the Developmental Perspective of HRD

Discuss HRD at macro and micro levels

Discuss the Qualities and Competencies required in a HRD professional

Explain the Importance of HRD in the Present Context

Relationship between HRM and HRD

Understand the Functions of HRD

Enunciate Roles of HRD Professionals

Identify the Challenges of HRD

Brief the Development of HRD Movement in India.

State and explain the Difference between HRM and HRD

UNIT 2

Discuss HRD Mechanisms

Explain the supportive Climate and Culture for HRD Mechanisms

The Model of Employee Behaviour



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Enumerate the Factors Influencing Employee Behaviour

Model of Employee Behavior

Explain External and Internal Factors Influencing Employee Behaviour.

Explain the Individual Differences in the Learning Process

Understand the Basic Principles of Learning

Enunciate Individual Differences in the Learning Process

Explain Learning Strategies

Explain Learning Styles

UNIT 3

Explain Leadership Development

Discuss the functions of Human Resource Accounting

Explain the types of HR Audit

Explain the Impact Assessment of HRD initiatives on the bottom-line of an organization.

UNIT 4

Understand the Training Design

How to identify the task.

Describe what should be done in the task.

Describe what is actually done in the task.

Describe KSAOs needed to perform the job.

Identify areas that can benefit from training.

Prioritize areas that can benefit from training

Explain Training and Development

Discuss Meaning and Scope of training

Discuss the need of education and development

Discuss Training need analysis



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Explain Types of training Internal and external
Explain Outbound Training with a suitable example
Explain Attitudinal training with an example
What are the Principles Involved in Selection of Training Method?
Discuss Techniques of Training Different Levels
Explain Training effectiveness.

UNIT 5

Explain Career Planning and Development
List the objectives and importance of career development
Explain principles of theories career planning
Explain the steps involved in succession planning.

PART C

UNIT 1

Understand the Evolution of HRD
Enunciate the Outcomes of HRD
Enumerate the Competencies of HRD Professionals
The Internal Influence of Employee Behavior
Identify Learning Strategies and Styles
Discuss the outcomes of HRD
Describe the evolution of HRD
Discuss the functions of HRD
Explain the roles and competencies of HRD professionals
Elucidate the challenges of HRD



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UNIT 2

Discuss Motivation as an important factor causing employee behavior

Discuss External and Internal Factors Influencing Employee Behavior.

Discuss the Recent Developments in Instructional and Cognitive Psychology.

Enunciate the individual differences in learning

Discuss the learning strategies and styles

UNIT 3

Develop an overall job description.

Enunciate on the Job Training Methods

Assess Off the Job Training Methods

Describe the Training Methods

Discuss the need of Human Resource Accounting and HR Audit and Benchmarking in an IT company

Discuss the Impact Assessment of HRD initiatives on the bottom-line of an organization.

UNIT 4

Discuss the need of education and development for an MBA Student

Discuss Training need analysis in an IT company

Explain Types of training Internal and external in a Logistics company

Explain Outbound Training with a suitable example in a Telecommunication company

Explain Attitudinal training with an example in IT Company

What are the Principles Involved in Selection of Training Method discuss any two with suitable examples?

Discuss Techniques of Training Different Levels with suitable examples



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Explain Training effectiveness in an educational institutions.

Discuss the need of Career Planning and Development

Discuss the process of career development

Describe the principles of theories career planning

Discuss the steps involved in succession planning.

Discuss the Recent Trends in HRD

Training for trainers and HRD professionals is there exist a need explain with an example

Promoting Research in HRD a need in Indian Pharmaceutical units

.....**ALL THE BEST**.....

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