

# **Intellectual Capital Management with HRD score card 2500**

## **Course Contents:**

1. Practice of HCM: Human capital data, measuring human capital, measurement issues, classification of measures, developing measures, human capital measurement models, human resource accounting, balanced scorecard, HR Scorecard, workforce scorecard, organisational performance model, human capital index, engagement model, people and performance model, applications of HCM
2. Introduction to HRD Audit and HRD Score Card , HRD Systems and Strategies , Audit of HRD Systems, HRD Competencies , HRD Culture and Values, HRD Impact and Alignment, HRD Audit Instruments.
3. HRD in Indian Context, Alignment of HR with the business strategies, systems, culture, competence.
4. Methods of auditing: interviews, observation, surveys, audit process. OD intervention, its techniques, HRD as OD intervention.
5. Field Projects.
6. Case studies, presentation, class discussion, assignments.

## **References::**

1. Rao, T.V. (2008). HRD Score Card 2500 Based on HRD Audit; New Delhi: Response Books Additional Reading 1
2. Rao, T.V. (2008). HRD Audit Evaluating the Human Resource Function for Business Improvement; New Delhi: Response Books