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Designing and Managing Human Resource Systems - Udai Pareek 2015-06-30

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Matching the Role and the Person: Recruitment and Placement / The Beginnings of Salicalisation: Induction and Placement / Developing the Person in the Role: Performance Appraisal / From Performance Appraisal to

Performance Management: Recent Developments / Beyond the Present Role: Potential Appraisal / Designing and Managing Assessment Centres / Developing Dyadic Relationships: Performance Review and Coaching / Preparing for Advancement: Career Planning and Development / Development System: Training and Learning Organisation / Developing Pride and Joy: Job Enrichment, Quality of Working Life, and Role Efficacy / Development Approach to Worker Affairs / Self-Renewal: O.D. and Change Management Research / Socialisation process: Integrating the Individual in the Culture / 360 Degree of Multirater Assessment and Feedback Systems (MAFS) / Using Instruments and Behaviour Simulation for HRD / Reinforcing Pride and Team Work: Compensation and Reward System / Some Issues in Human Resource System Designing / Strategies of Developing Human Resources / Making HRD Effective: HRD Audit / HRD Function: Global Models and Indian

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new field in the last decade. In the industrial sector a good deal of knowledge has been generated on HRD methodologies, processes and outcomes. However, the HRD function has a long way to go to have a visible and acknowledgeable impact in most organisations. It is yet to make its beginnings in the non-profit and service sectors where it is most needed.

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