

Course Name: HRD Instruments (HRDI)

Credits	1.5 Credits
Faculty Name	Suchitra Pal, PhD
Program	HRM 2019-2021
Academic Year and Term	2020, TERM IV

1. Course Description:

In the current work environment, personal, interpersonal and organizational orientation is one significant factor for individual and organizational effectiveness. Such competencies are required at all levels in the organizations. Instruments are being increasingly used for development of these competences. A wide range of instruments for assessment and development of personal, interpersonal and organizational orientation, are available with special emphasis on role effectiveness, team effectiveness, leadership competences, and organizational diagnosis. However, to use instruments effectively, we view it essential to know a variety of instruments as well as to gain competence in selection, systematic administration, objective evaluation and accurate interpretation of the data generated by the instrument.

2. Student Learning Outcomes (typically 3-5 bullet points)

- Be able to understand the rationale behind the different measurement scales and how the scales work.
- Be able to understand why some scales are popularly used
- Be able to understand the theory behind any scale development.
- Be able to understand logic behind reliability and validity.
- Help the student for developing scales for their official project and future research work in academic.

3. Required Text Books and Reading Material

BOOK: Scales development: Theory and applications (Third Edition)

AUTHOR: Robert F. DeVellis, Sage Publication

SPSS Survival Manual: A step by step guide to data analysis using SPSS for windows, Julie. F. Pallant, 2001 Edition.

Tentative Session Plan

Session number	Topics/activities	Reading/case list
1	Introduction to HRD instruments	Overview of HRD instrument (Chapter 1 of Robert F. Devillis book)
2	Understanding the Latent Variables	Chapter 2 of Robert F. Devillis Book)
3.	Reliability of Scales	Chapter 3 of Robert F. Devillis Book)
4.	Validity of Scales	Chapter 4 of Robert F. Devillia Book)
5	Guidelines in scale development (Step 1 to 4)	Chapter 5 of Robert F. Devillis Book)
6	Guidelines in scale development (Step 5 to 8)	Chapter 5 of Robert F. Devillis Book)
6	Role of Factor Analysis in Scale development	Chapter 6 of Robert F. Devillis Book
7	Role of Grounded theory in Scale development	Reading material will be provided on Session 1
8	Comparing instruments results using SPSS	Chapter 9 of SPSS Survival Manual
9	Using Multigroup comparison in scale development	Chapter 10 of SPSS Survival Manual.
10	Group Presentation	The topics will be given on Session 5

5. Evaluation Pattern

1. Scale Development activity (Group)15%
2. Scale calculation using SPSS (Group) 15% on Session 9
3. Group Presentation 20%
4. Quiz 10% (Quiz will be after 8th Session)
5. End term 40%

6. Academic Integrity:

- Regularity in class attendance & participation
- Timely completion of assignments
- Maintenance of classroom ambience