

Human Resource Development Module

The **Human Resource Development** module (HRD) covers learning and development scenarios, including course catalog and registration, appraisal interviews, observations, trainee reports, and task time-share development data.

Use cases

- Browse course catalogs and seminar details
- Register for courses and manage registrations
- Run appraisal interview workflows
- Maintain person observations and trainee reports
- Capture and maintain task time-share development data
- Organization-wide overview of registrations

Typical roles

- Employee/learner
- Manager (conducting appraisal interviews)
- L&D administrator (Learning & Development)
- HRD specialist

Customer value

- Brings training and development processes onto the same platform as daily operations
- Creates traceability for development decisions and employee growth plans

Configuration

The configurable action **getOrgCourseRegistrations** offers, among others, the following settings: default date/selection/sort values, filtering by seminar group, output columns, and summary behavior for the registration overview.

Jobs

HRD has no job layer of its own; automation around appraisal interviews is currently represented in the HR integration jobs (notably `hr/jobs/appraisalInterviews`). When rolling this out, clarify the ownership split between the HRD UI/configuration and HR background automation for starting appraisal interviews and scoping participants.

This chapter is an initial skeleton and will be extended over time.