



DRAFT INDIAN STANDARD IN WIDE CIRCULATION

Reference : MSD 19/T-37

Date : 23 April 2024

TECHNICAL COMMITTEE : Human Resource & Innovation Management, MSD 19

To,

All concerned

Dear Madam/Sir,

The following document has been prepared by the Human Resource & Innovation Management Sectional Committee, MSD 19. Please [click here](#) to view the document.

Document Number : MSD 19 (25345) WC

Title of the document : Human Resource Management Learning and Development Metrics

Document Type : New Indian Standard

This document has following salient features which may require specific attention for your valuable comments:

- 1) This document provides recommendations on how to measure learning. Since the selection of metrics depends on the reason to measure and the user of the metrics, and since a balanced set of metrics is important to avoid unintended consequences, the document begins with a framework for organizational learning and development (L&D), including five categories of users, four broad reasons to measure and three types of metrics. This framework is then used to recommend 50 metrics organized by user, type of metric and size of organization, and provide a description of each. The document concludes with guidance on reporting metrics, including a description of the different types of reports and guidance on their selection based on the user's reasons for measuring.*
- 2) Metrics for both formal and informal learning are included. The guidance is intended for all types of organizations, including commercial and nonprofit, as well as for all sizes. No previous knowledge of L&D metrics is required, although those new to L&D measurement can consult the suggested references on matters of frameworks, metrics and programme evaluation to learn more.*

Please examine the document and share your comments regarding further improvement in the document.

Last date for sharing the comments is : 22 June 2024

The comments should be shared in the prescribed template through this portal only; and the comments so received shall be taken up by the Sectional Committee for necessary action. For any other query, please write an email at msd@bis.gov.in to the undersigned at Bureau of Indian Standard, Manak Bhawan, 9, Bahadur Shah Zafar Marg, New Delhi.

In case no comments are received, we would presume your approval of the documents. However, in case we receive any comments on the document, the same shall be put up to the Sectional Committee for necessary action.

Thanking You,

Yours faithfully,
(ANUJ SWARUP BHATNAGAR)
Head (Management and Systems Department)
Email: msd@bis.gov.in



व्यापक परिचालन में मसौदा(दे)

हमारा सन्दर्भ : MSD 19/T-37

दिनांक : 23-04-2024

तकनीकी समिति : Human Resource & Innovation Management Sectional Committee, MSD 19

प्राप्तकर्ता : रूचि रखने वाले सभी निकाय

महोदय/या,

निम्नलिखित मसौदा तैयार किया गया है :

प्रलेख संख्या : MSD 19 (25345) WC

शीर्षक :

कृपया इस/इन मानक(को)/संशोधन(नो) के मसौदे(दो) का अवलोकन करें और अपनी सम्मतियाँ यह बताते हुए भेजें कि यदि ये मानक(को) के संशोधन(नो) के रूप में प्रकाशित हो तो इन पर अमल करने में आपके व्यवसाय अथवा कारोबार में क्या कठिनाइयां आ सकती हैं।

सम्मतियाँ भेजने की अंतिम तिथि : 22 June 2024

सम्मतियाँ, यदि कोई हों तो, कृपया यहाँ क्लिक करके ऑनलाइन पोर्टल के माध्यम से ऊपर दी गयी अंतिम तिथि तक दर्ज कराएं।

यह/ये प्रलेख भारतीय मानक ब्यूरो की वेबसाइट www.bis.gov.in पर भी उपलब्ध है/हैं।

धन्यवाद।

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