XLRI Virtual Interactive Learning

TALENTEDGE
Live & Interactive Digital Learning

Executive Development Program in
Human Resource Management
From XLRI
Batch - 8

Program Overview

The objective of the program is to deliver an integrated HR program content that will provide working professionals a comprehensive understanding of Human Resource Management and prepare them for HR Leadership roles in the global environment. The program will also help the participants in their preparation for the global SHRM certification exams; SHRM-CP and SHRM-SCP.

Program Highlights

- Certificate of Completion from XLRI, the best HR institution in the country for those who successfully complete the program.
- Unique insights into critical aspects of Human Resource Management.
- Talentedge's D2D advantage, which allows working professionals the freedom to fast track their careers without quitting their jobs via an interactive,'better-than-classroom' learning experience that can be pursued anytime, anywhere and on any device.
- Easy access from anywhere – all one needs is a 512 kbps internet connection.
- Participation Certificate from SHRM to all participants.
- Lectures imparted by eminent faculty from XLRI Jamshedpur and industry professionals.
- Aids preparation for the Global SHRM certificationexams – SHRM CP and SHRM SCP.
- Talentedge's Cloud Campus, which gives students access to program presentations, projects, case studies, assignments and other reference materials.
- Convenient weekend schedules.
- Avail SHRM global Membership at revised special price of INR 5360 (After discount of INR 1005).

Syllabus

Creating a Business aligned HR

- Role of HR in Organizations
- Structure of the HR Function
- HR In the Global Context
- Business and HR Strategy
- Change and culture metrics
- Approaches for linking organizational and HR Strategies

Staffing and Recruitment

- Employee lifecycle phases
- Employer Branding
- Competency Based Recruitment and Selection
- Recruitment and Selection approaches
- Social media in recruitment
- Employee Engagement

Ensuring a Legally Compliant HR

- Industrial relations
- Employment Law and Regulations
- Employee Collectives and their Dynamics
- Disciplinary techniques
- Grievance Handling
- Managing Exit
- Alternative dispute resolution techniques
- Collective bargaining process
- Contract administration techniques
- International Labor Organization labor standards

Learning and Development

- Changing Role of Learning & Development
- Training design and implementation
- Adult Learning and Learning theories
- Career Development and Career Management
- Leadership Development
- Measuring L&D Effectiveness
- Coaching and Mentoring

Total Rewards and Performance Management

- Pay practices, policies, approaches, systems, and issues
- Benefits & Perquisites
- Total Rewards philosophy
- Managing international assignments
- Performance Management Systems & Processes
- Performance management theories, structures, and approaches
- Multi Rater Feedback Systems

Technology, Data, and HR Analytics

- Analytical Foundations of HR Measurement
- Predictive Analytics
- Impacting Productivity and the Bottom Line
- Predictive Management
- Balanced Scorecard and HR scorecard

Organizational Design and Change

- Organizational Effectiveness
- Organizational structure and design
- Organizational Culture
- Organizational Change

Who Should Attend

Professionals
Who are interested in switching to HR roles

HR Managers

Eligibility

Education

- For Indian Participant - Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline with a minimum of 4 years of work experience in the field of HR as on 01 April 2019.
- Non-HR Managers, with a minimum of 4 years of work experience planning career shift to HR roles or positions involving people management responsibilities.
- Proficiency in English, spoken & written is mandatory.

For International Participants

- Graduation or equivalent degree from any recognized University or Institution in their respective country with a minimum of 4 years of work experience in the field of HR as on 01 April 2019.
- Non-HR Managers, with a minimum of 4 years of work experience planning career shift to HR roles or positions involving people management responsibilities.

Program Certification

On payment of the full program fee and upon satisfying the requisite attendance criteria and successfully clearing the assessment process of the Executive Development Program in HR Management, participants will be awarded a certificate of completion issued by XLRI. All participants of this program will also be eligible to receive a certificate of Participation from SHRM on the completion of the program.

Assessment & Certification

A minimum of 80% attendance to the LIVE lectures is a prerequisite for the successful completion of this course. The course comprises 7 modules and there will be an assignment within each of the module. There will be a final center based online assessment at the end of the course. Participants who successfully complete the same along with the requisite attendance criteria will be awarded a Certificate of Completion in HRM by XLRI. Participants who are unable to clear the evaluation criteria but have the requisite attendance of 60% or more will be awarded a participation certificate by XLRI. If a participant is unable to fulfill the 60% attendance criteria, the participant may rejoin the subsequent batch by paying an additional rejoining fee of Rs.40,000 + GST. In such cases, a participant will get an extended timeline to complete the course only until the immediate subsequent batch.

Program Details

- Program Commencement : 07 April 2019
- 3 Hours every Sunday from 02.30 p.m. to 05.30 p.m. IST
- Duration: 6 months
- For Indian Participants: INR 10,7,500 + GST
- For International Participants: USD 2300

How to Apply

www.talentedge.in or at XLRI's website: http://sat.xlri.ac.in

For More Details:

Write in to - enquiry.dtd@talentedge.in or call at +91-8376000600
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