XLRI Virtual Interactive Learning | TALENTEDGE Live & Interactive Digital Learning

Executive Development Program in

HUMAN RESOURCE MANAGEMENT

From XLRI Jamshedpur

BATCH-9

Program Overview

The function of HR is key to organizational success as it enables the achievement of strategic goals. However, managing organizational performance poses immense challenge to many HR leaders due to lack of competent HR professionals. This course provides a **comprehensive understanding of Human Resource Management and prepares participants for HR Leadership roles in the global environment.** XLRI has partnered with SHRM to support capability building of HR professionals who undertake this course. Society for Human Resource Management (SHRM), being the world's largest HR membership organization, perfectly complements the academic expertise of XLRI.

The program will also help the participants in their preparation for the global SHRM certification exams; **SHRM-CP and SHRM-SCP.**

- Certificate of Completion from XLRI, the best HR institution in the country, for those who successfully complete the program.
- Lectures imparted by eminent faculty from XLRI Jamshedpur and industry professionals.
- Unique insights into critical aspects of Human Resource Management.
- Aids preparation for the Global SHRM certification exams – SHRM CP & SHRM SCP.
- Avail SHRM Global Membership at revised special price.
- Talentedge's Cloud Campus, which gives students access to program presentations,projects, case studies, assignments and other reference materials.
- Easy access from anywhere – all one needs is a ***512 kbps*** internet connection.
- Convenient ***weekend schedules.***
- 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.***

Who Should Attend?

PROFESSIONALS – Who are interested in switching to HR roles

HR MANAGERS

ELIGIBILITY

- **FOR INDIAN PARTICIPANTS -**
  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 minimum of **4 years of work experience in the field of HR** as on 01 November 2019.

- **FOR INTERNATIONAL PARTICIPANTS -**
  Graduation or equivalent degree from any recognized University or Institution in their respective country with minimum of **4 years of work experience in the field of HR** as on 01 November 2019.

WORK EXPERIENCE

- Non-HR Managers, with a minimum of **4 years of work experience** planning career shift to HR roles or positions involving people management responsibilities.

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

Ensuring a Legally Compliant HR

- Idustrial 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

Technology, Data, & HR Analytics

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

Staffing & Recruitment

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

Total Rewards & 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

Learning & 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

Organizational Design & Change

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

Faculty

Dr. R. K. Premarajan *M.A. (Calicut), Ph.D. (IIT Bombay)*

Dr R. K. Premarajan has more than 25 years of experience as an academic and as a practitioner. His areas of teaching, research and consulting include, Competency Based HRM, Career Development, Psychological Testing, and Organizational Structure and Design.

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 r**equisite 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.

All participants of this program will also be eligible to receive a certificate of **Participation from SHRM on the completion of the program.**

Program Details

- **PROGRAM COMMENCEMENT : 15TH DECEMBER 2019**
- **3 HOURS EVERY SUNDAY FROM 02.30 P.M. TO 05.30 P.M. IST**
- **DURATION: 6 MONTHS**
- **FOR INDIAN PARTICIPANTS: INR 1,07,500 + GST**
- **FOR INTERNATIONAL PARTICIPANTS: USD 2300**

How to Apply

https://talentedge.com/ or **XLRI website: https://sat.xlri.ac.in/**

FOR MORE DETAILS

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