



Executive Certificate Program in

HUMAN RESOURCE MANAGEMENT

From IIM Raipur



Program Overview

Effective management of human capital and maintaining a cordial organization culture is critical to the success of most businesses. Regardless of whether an organization is an SME or a multinational organization; Human Resource Department (HRM) is the central cohesive source of development for any business.

However, HR functions like selection, enrollment, training & development, orientations, promoting a healthy environment, encouraging good relationships etc. pose immense challenge to many HR leaders due to lack of competent HR professionals. The HR Certificate Course from IIM Raipur provides a comprehensive understanding of Human Resource Management and prepares participants for HR Leadership roles in the global environment.

This program in Human Resource Management has been designed to help participants:

- Understand the fundamentals of HR and its interface with other functions in the organization
- Understand the behavioral aspects at individual as well as organizational level
- Study the tools & techniques in people management
- Understand the strategic role of HR and global standards

Program Benefits

- **Certificate of completion from IIM Raipur**

On successful completion, you will receive certificate of completion from IIM Raipur

- **6 day On-Campus components**

Two Campus Immersion modules of 3 days each, at the commencement of second term and at the culmination of the program, that provides participants with an opportunity to experience the campus, meet the faculty and network with fellow participants

- **Learn the Current Trends and Skills required in HR Area**

From fundamentals of HR and OB to strategic and operational elements of HR, the course offers a 360-degree coverage of the entirety of HR frameworks

- **Comprehend and Manage Behavioural Issues within the Organization**

Understand psychological concepts which are helpful to understand behavioral issues and their interface with performance management and talent management

- **Special Focus on Peer-to-Peer Learning**

Benefit from peer to peer learning using multimedia pedagogy

Eligibility

Education

- 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
- For International Participants - Graduation or equivalent degree from any recognized University or Institution in their respective country

Work Experience

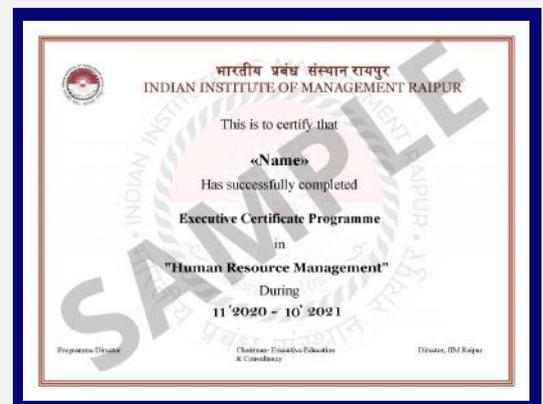
- **HR Professionals** – Minimum 2 years of relevant work experience
- **Non HR Professionals** – Minimum 4 years of work experience

Who Should Attend

- **Early HR Professionals** – Executives who are interested in gaining a comprehensive and contemporary understanding of HR management
- **Managers** – Professionals interested in making a career shift into the HR domain
- **Aspiring HR professionals** – Professionals who wish to initiate their careers in the HR domain
- **Entrepreneurs** – Business Owners who actively partake in building all the functions from the ground up

Certification

Certificate of Completion for participants successfully passing the evaluation criteria and satisfying the attendance criteria. Certificate of participation for those who only satisfy the attendance requirements.



Pedagogy

The delivery would comprise a judicious mix of live virtual lectures, interactive audio-video discussions, case studies, in-class exercises, quizzes and experience sharing through peer discussions. Across different modules, participants may be encouraged to apply or relate their in-class learning to live situations at work, peer learning therefore would be a key pillar of the process.

All enrolled students will also be provided access to our SLIQ Cloud Campus through which students may access other learning aids, reference materials, assessments, case studies, projects and assignments as appropriate. Throughout the duration of the course, students will have the flexibility to reach out to the professors, real time during the class or offline via our SLIQ Cloud Campus to raise questions and clear doubts.

Syllabus

Module 1 – Fundamentals of HR

- Human Resource Management
- Manpower Planning
- Recruitment, Selection, and Onboarding
- Learning & Development
- Performance Management

Module 2 – Fundamentals of OB

- Introduction to OB
- Perception
- Motivating People
- Leadership
- Personality / EI

Module 3 – Organizational Structure and Design

- Organizational Design
- Power and Politics
- Team Dynamics
- Conflict & Negotiation
- Culture
- Teamwork
- Change Management

Module 4 – HR as a Business Partner (Strategic and Operational)

- HRM Strategy
- BSC & HRSC
- Best Practices (High Performance work systems)
- Best Fit approach to SHRM
- HRM analytical Framework for services.
- Managing Human Resources in VUCA world
- Role of Unions in influencing/ managing Management
- Labor laws (Post Covid 19)

Module 5 – Talent Management

- Talent acquisition: Tools and Techniques
- Competency mapping and assessment centers
- Succession Planning
- Multi-Rater feedback
- Incentive Design

Module 6 – General Management

- Role of HR in Administration
- Psychological concepts applied to HRM
- Basics of Global HRM

Campus Component

This program includes two on-campus components of 3 days each which will take place at IIM Raipur campus. The dates for both the On Campus immersion sessions will be communicated in due course. Attendance to both the On Campus Components is mandatory for all participants of this course.

Faculty



Prof. Anubha Dadhich

Ph.D. (IIT Delhi), Certification of MBTI,
Certification of FIRO B

Prof. Anubha Dadhich is an Assistant Professor of Human Resource Management at Indian Institute of Management Raipur. Her research investigates the dimensions, outcomes, and antecedents of ethical leadership. Her research interest ranges from underpinning issues of leadership, culture, HR analytics, capacity building and organizational effectiveness.

She holds a PhD Degree from Department of Management Studies, Indian Institute of Technology Delhi. Dr Dadhich is a certified MBTI & FIRO B Trainer and has conducted trainings and management development programs for public & private sector organization.

She has published articles in journals of national and international repute, Journal of Business Ethics, International Journal of Global Competitiveness & Vikalpa. Prior to IIM Raipur, she has been associated with BITS Pilani, Center for Management Studies, Jamia Milia Islamia University, Delhi. She has developed a course on “Leadership and Change Management” for working executives and launched on MOOC platform for the first time at IIM Raipur. Alongside with academia Dr Dadhich has worked in different capacity with DFID, PRAYAS & UNICEF.



Prof. Damini Saini

Ph.D (FMS, Delhi), MBA (IET, Lucknow)

Prof. Damini Saini is an Assistant Professor in the area of Human Resource Management/ Organizational Behavior at Indian institute of Management, Raipur. Dr. Saini holds a PhD degree in HRM/OB from Faculty of Management Studies (FMS), University of Delhi. Her dissertation discusses the study of human development with Integral leadership model, that talks about the transcends of mind and possibilities of transformation from outside to inside and reflects the psychological, emotional, and spiritual well-being. Apart from this her scholarly interests are leadership, business ethics, significance of ethical education in management, and value-based management etc. She has contributed to various internationally acclaimed journals and book chapters. She has also actively taken part in various conferences and seminars.

Assessment

Evaluation methodology is the discretion of the faculty. The methodology includes online exams, case analysis, class contribution and any other component as decided by the respective course faculties. A minimum of 75% attendance is a prerequisite for the successful completion of this program. There are periodic evaluations built in throughout the duration of the course. These may be in the form of a quiz, assignment, project, case studies or other objective/subjective assessments. The evaluations are designed ensure continuous student engagement with the course and encourage learning. The participants will have to secure the minimum pass marks in the respective evaluation components.

Participants who successfully complete the same and satisfy the requisite attendance criteria, will be awarded a certificate of completion. Participants who are unable to clear the evaluation criteria but have the requisite attendance will be awarded a Participation certificate.

IIM RAIPUR



Indian Institute of Management (IIM) Raipur was set up by the Government of India, Ministry of Human Resource Development in 2010 at Raipur, the capital of Chhattisgarh. Ranked 19th amongst B-Schools in India by Govt of India MHRD-NIRF Rankings 2019, IIM Raipur offers flagship 2 years full-time Post-Graduate Program in Management (MBA) as well as the Post Graduate Program in Management for Working Executives (PGPMWE). IIM Raipur believes in preparing ethical leaders who are not only committed to business, commerce and industry but are also socially conscious towards their contribution in nation-building and bring in name for the country globally. IIM Raipur is also committed to excellence in research and has a strong doctoral (Ph.D.) program along with a supportive ecosystem promoting research within the faculty fraternity. IIM Raipur has strong international collaborations for student exchange programs with prominent universities and institutes in 13 countries across the globe including Australia, Chile, Germany, France, Greece, South Korea, Mexico, New Zealand, Austria, Peru, Russia, Slovakia and Thailand.

IIM Raipur Online also offers consulting services to design and implement policies, systems and processes in functional and cross-functional areas of business. Besides, regular in-campus and in-company training programs are conducted by IIM Raipur

faculty members for supporting industry requirements. IIM Raipur started functioning out of its sprawling new campus in Atal Nagar, Raipur from 2018. The new campus spread over 200 acres is a state-of-the-art campus offering a blend of modern architecture, culture and heritage of Chhattisgarh.

Program Details

- **Program Commencement:** 01 November 2020
- **Schedule of Classes:** Sundays from 10.00 a.m. to 01.15 p.m. IST
- **Duration:** 12 Months

PROGRAM FEE

- **For Indian Residents:** INR 1,50,000 + GST
- **For International Residents:** USD 3000
- **An additional charge of INR 1500 + GST per day is payable towards boarding charges (including twin-sharing accommodation and meals) at IIM Raipur for the On-Campus immersion session.**

For More Details

Visit: www.talentedge.com

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

