

HUMAN RESOURCES MANAGEMENT

Certificate Program for Indian Executives



Overview

Build on your people management skills

Whether you're a specialist or a beginner in the world of human resources, there are a few core competencies that every HR executive should possess.

A certificate in Human Resources Management from eCornell provides you with the foundation that you need for a successful career in the domain by laying out the pathway for you to align your HR department to your organizational goals. The HR certificate offered by eCornell follows a result-oriented and practical approach, delving into real-world examples and exercises. By the end of this program, you will possess the skills necessary to develop and implement successful HR practices that will enable your organization to improve its performance by reducing attrition and through better overall people management. The program gives you in-depth instruction on the essential components of human resources. Courses cover how to train managers to deliver effective performance feedback, ways to identify effective planning, recruitment, and selection practices, how to promote widespread employee engagement and how to counter bias in the workplace.

What You Will Learn



360-Degree Implementation of HR Frameworks

Recognize and apply elements of the Total Rewards Framework, deliver effective performance feedback, rate employees accurately, and mitigate legal risk



Positively Affect Relationships Among Management, Unions and Employees

Analyze labor relations environments, understand regulatory and organizational elements and determine how they affect relationships between management, unions and employees



Align Staffing Strategies with Business Strategies

Identify effective planning, recruitment, and selection practices to align staffing strategies with business strategies



Enhance Employee Engagement

Diagnose root causes of suboptimal levels of engagement among different employee groups, recognize unconscious bias and how it affects the way that people perceive, evaluate, and react to others and identify appropriate solutions



Training and Development

Choose training methods, technologies and content that are appropriate for the learner population



Develop an Internal Consulting Relationship with Employees

Learn ways to launch an internal consulting relationship based on a written or verbal contract

What You Will Earn

- Certificate of Completion in Human Resources Management
- 72 Professional Development Hours (7.2 CEUs)
- 54 Continuing Education Units (CEUs) Toward PHR Recertification
- 54 Professional Development Credits (PDCs) Toward SHRM-CP and SHRM-SCP Recertification



Inside the Program

- Courses begin every 2 weeks, so you can start whenever you're ready. You can take the courses back to back or take time off between your courses.
- Students spend approximately 3-5 hours per week.
- Lectures, text transcripts, readings, discussions, and projects are accessible 24 hours a day for three weeks each.
- Courses include multiple choice quizzes and instructor-moderated discussions. A final project is required for each course, allowing you to practice what you've learned in a real-world context.
- Expect plenty of opportunities for collaboration and networking with fellow participants both during and after your courses.

Who Should Enroll?

- Global HR professionals from for-profits, NGOs, and governmental agencies
- Line-level HR professionals with 0-5 years' experience
- Aspiring HR professionals

Eligibility

Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline

Proficiency in English, spoken and written, is mandatory

Syllabus



Aligning Employee Performance with Organizational Goals (ILRHR521)

Develop the skills needed to assess and address the performance management needs of your organization.

- Learn how to assess system needs and recommend appropriate solutions
- Articulate system goals and how they support the organization
- Train managers to deliver effective performance feedback, rate accurately, and mitigate legal risk



Total Rewards Compensation (ILRHR522)

The conversation around employee pay has changed from one of base salaries, bonuses, and cash compensation, to a “total rewards” approach that seeks the right blend of monetary and non-monetary elements that will engage each employee and benefit the organization.

- Identify the risks/costs of compensation in order to aid you in compensation decision making
- Communicate and implement a plan to support your organization
- Align the compensation strategy to the talent strategy



Navigating Labor Relations (ILRHR523)

The course examines the regulatory and organizational labor relations environment and assesses the current state of relations between management and workers.

- Analyze labor relations environments
- Study regulatory and organizational elements and how they affect relationships between management, unions and employees
- Prepare for possible labor disruptions and support effective negotiations in collective bargaining situations



Facilitating Staffing Decisions (ILRHR524)

This course develops the skills needed to align HR staffing practices with the strategy of the larger organization.

- Master planning, recruitment, and selection practices
- Align selection and staffing strategies with business strategies
- Measure and manage workforce flow



Driving Engagement for HR (ILRHR525)

Research shows that engagement is the key factor that promotes higher performance. Engagement impacts the bottom line and an organization’s turnover rate. Learn what engagement is and how to encourage it.

- Make critical distinctions between engagement and satisfaction or commitment
- Assess a group for suboptimal engagement
- Diagnose root causes of suboptimal levels of engagement among employee groups and develop hypotheses about appropriate solutions



Employee Training and Development (ILRHR526)

Training and development are used to support strategic initiatives and address a variety of performance needs. Learn how to best address your organization's training needs.

- Conduct a training needs analysis to identify current and future training needs within the organization
- Choose training methods and technologies that are appropriate for the learner population as well as the training content
- Facilitate the transfer of learning within the workplace, which includes marketing the program and securing manager and peer support



Countering Bias in the Workplace for HR (ILRHR527)

Despite decades of legal and social reform aimed at reducing discrimination in the workplace, inequality continues to be a significant problem in all societies and most workplaces. Learn how to address and bridge that gap.

- Identify the aspects of diversity that matter most in organizations and why
- Recognize unconscious bias and how it affects the way that people perceive, evaluate, and react to others
- Assess whether the organizational and HR practices in place are likely to exacerbate or reduce the negative outcomes associated with unconscious bias



Fostering a Coaching Culture (ILRHR528)

Learn how to foster a coaching culture while managing organizational HR needs with the most effective response for each situation

- Determine how to allocate your coaching resources
- Diagnose the root causes of a situation and determine who in the organization will be the primary focus of an intervention
- Develop interventions to facilitate employee development through coaching



Consulting Skills for Internal HR (ILRHR529)

Learn the skills needed to be a dynamic internal HR consultant by taking part in numerous consulting scenarios.

- Launch an internal consulting relationship based on a written or verbal contract
- Work with clients to diagnose HR problems and do research to find root causes
- Present findings and recommendations and work with clients to identify appropriate solutions

Program Details

Duration: 4.5 months

Program Fee: INR 1,45,000 + GST
(installment options available)

No. of Courses: 9

Effort: 3-5 hours per week

Format: 100% online

Model: Instructor-led

Faculty



John Hausknecht
*Associate Professor,
Cornell ILR School*

John Hausknecht is an associate professor of human resource studies at Cornell University. He earned his Ph.D. in 2003 from Penn State University with a major in industrial/organizational psychology and minor in management. He received the 2004 S. Rains Wallace Award for the best dissertation in the field of industrial/organizational psychology. Professor Hausknecht teaches undergraduate and graduate-level courses on human resource management, staffing organizations, and HR analytics. He received the ILR School's MacIntyre Award for exemplary teaching in 2008. Prior to academia, he worked as a consultant to Fortune 500 firms in the areas of leadership assessment, talent management, and organizational change.



Linda Barrington
*Associate Dean for
Outreach,
Cornell SC Johnson
College of Business*

Linda Barrington is the Associate Dean for Outreach and External Relations in the Cornell SC Johnson College of Business, as well as the executive director of Cornell's Institute for Compensation Studies. Dr. Barrington's published research addresses employee compensation, gender issues in the workplace, employees with disabilities, and workforce demographics.



Kevin Hallock

*Dean,
Cornell SC Johnson
College of Business*

Kevin F. Hallock is Dean and Professor of Strategy and Business Economics at the Cornell SC Johnson College of Business and the Joseph R. Rich '80 Professor of Economics and Human Resource Studies and Founding Director of the Institute for Compensation Studies in the ILR School at Cornell University. Previous Cornell positions include the Chair of the University Financial Policy Committee, the Kenneth F. Kahn '69 Dean of the School of Industrial and Labor Relations, and the Donald C. Opatrny '74 Chair of the University-Wide Department of Economics.



Stephanie Thomas

*Professor,
Cornell ILR School*

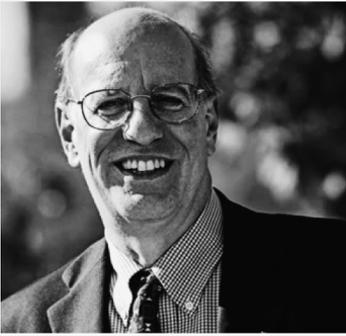
Stephanie R. Thomas is a Lecturer in the Department of Economics at Cornell University. She teaches courses in microeconomics, labor economics and personnel economics. From August 2013 through June 2016, Dr. Thomas also served as the Program Director of the ILR School's Institute for Compensation Studies, an interdisciplinary initiative that analyses, teaches and communicates about monetary and non-monetary rewards from work. Dr. Thomas earned her Ph.D. in Economics from the New School for Social Research.



Alex Colvin

*Professor,
Cornell ILR School*

Alexander Colvin is Associate Dean for Academic Affairs, Diversity, and Faculty Development and the Martin F. Scheinman Professor of Conflict Resolution at the ILR School, Cornell University. He is an associate member of the Cornell Law Faculty. His research and teaching focuses on employment dispute resolution, with a particular emphasis on procedures in non-union workplaces and the impact of the legal environment on organizations.



Harry Katz

*Professor,
Cornell ILR School*

Harry C. Katz is the Jack Sheinkman Professor of Collective Bargaining at the School of Industrial & Labor Relations, Cornell University. He received his Ph.D. in Economics from the University of California at Berkeley. After teaching at MIT he came to the New York State School of Industrial and Labor Relations at Cornell University in 1985.



Lisa Nishii

*Associate Professor,
Cornell ILR School*

Lisa Nishii joined the faculty of the Human Resource Studies department at the ILR School, Cornell University after receiving her Ph.D. and M.A. in Organizational Psychology from the University of Maryland, and a B.A. in economics from Wellesley College. Nishii is an expert on inclusion in organizations. Her research focuses on the confluence of organizational practices, leadership behaviors, and climate for inclusion on individual- and group-level outcomes.



Brad Bell

*Professor,
Cornell ILR School*

Bradford S. Bell is an Associate Professor of Human Resource Studies and Director of Human Capital Development and Executive Education in the School of Industrial and Labor Relations at Cornell University. He received his B.A. in Psychology from the University of Maryland at College Park and his M.A. and Ph.D. in Industrial and Organizational Psychology from Michigan State University. Dr. Bell teaches courses in Human Resource Management, Training and Development, and Work Groups and Teams to graduate and undergraduate students.



Diane Burton
*Associate Professor,
Cornell ILR School*

Diane Burton is a faculty member in the ILR School at Cornell University. Her primary appointment is in human resource studies with courtesy appointments in organizational behavior and sociology. Prior to joining the Cornell faculty in 2009, she was a faculty member at the MIT Sloan School of Management. Dr. Burton started her academic career at the Harvard Business School teaching leadership and organizational behavior. She earned her Ph.D. in sociology at Stanford University and served as a lecturer and researcher in organizational behavior and human resources management at the Stanford Graduate School of Business.



Christopher Collins
*Associate Professor,
Cornell ILR School*

Christopher J. Collins is an Associate Professor of Human Resource Management and Director of CAHRS in the ILR School at Cornell University. He earned his Ph.D. in Organizational Behavior and Human Resources from the Robert H. Smith School of Business at the University of Maryland. Dr. Collins teaches, conducts research, and does consulting in the areas of strategic human resource management, the role of HR practices and leadership in driving employee engagement, and the role of HR in driving firm innovation and knowledge creation.

About eCornell

As Cornell University's online learning unit, eCornell delivers online professional certificate programs to individuals and organizations around the world. Courses are personally developed by Cornell faculty with expertise in a wide range of topics, including hospitality, leadership and management, marketing, human resources, technology and data analytics. Students learn in an interactive, small-class format to gain skills they can immediately apply in their organizations. eCornell has offered online learning courses and certificate programs for 18 years to over 150,000 students at more than 2,000 companies.



For More Details



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