

Executive Development Program in
**STRATEGIC HUMAN
RESOURCE MANAGEMENT**



VALUE
(STUDY ANYWHERE)
VIDYA

**WEEKEND LIVE &
INTERACTIVE CLASSES**

Batch Intake 50 Candidates Only

About IIM Kashipur

The Indian Institute of Management Kashipur is set up with the mission to drive academic excellence using innovative teaching methods, promoting research and practice of sustainable leadership. The institute commenced operations in July 2011 with a vision to become, over the next 10 years, one of the top business schools in India developing leaders who can perform globally. The fraternity diligently follows the core values of mutual respect, lifelong learning, the pursuit of excellence, transparency, and integrity.

The flagship program of the institute are Master of Business Administration (MBA) and Master of Business Administration (Analytics) which are full time, two-year residential programs. The institute also offers a two-year weekend Executive Master in Business Administration (M-BA-WX) for working executives. Doctoral Program- PhD and Executive Fellow Program (EFPM) are the two doctoral programs launched in 2015 and 2014 respectively. The faculty at IIM Kashipur represents one of the best mixes of academic and industrial experiences.



About VALUE VIDYA

Value Vidya is one of the leading Ed-Tech startups in India. We partner with top IIMs and global business schools to curate and deliver the best and most relevant executive programs for working professionals. We deliver best-in-class service to our students, which is accomplished by our constant focus on quality, integrity, consistency and customer focus. Our state-of-the-art Learning Management System (LMS) ensures a smooth and high quality learning experience for professionals. Learn from anywhere and take your career to the next level with Value Vidya.

We carefully trace the needs of individuals and organizations in the light of changing and evolving industrial landscape, referring to our study & meticulously craft courses in association with Premium Institutes and the brightest minds of the nation, to deliver them to working professionals and fresh graduates who are willing to adapt to the change. The network of Nu-learn extends across an array of India's most prestigious academies astride a slew of collaborations with top-notch institutions including the Indian Institute of Management. Courses from premium institutes are delivered through our plug-n-learn technology during weekend with little or no disruption to work schedules.

#NeverStopLearning



About the Program

Executive Development Programme in Strategic Human Resource Management is designed specifically for working professionals to help them develop broader understanding of strategic aspect of HR Management. The curriculum will cover importance of Strategic HRM models, legal framework in India related to people management. The course will also help professionals with:

- Aligning HR issues with business
- Understanding Strategic HRM models
- Understanding Strategic Compensation
- Building engagement through empowerment, employee involvement, diversity management
- Nurturing organizational culture with employee-first values
- Introduce the participants to HR Analytics



Who Should Attend

- Working Professionals
- HR BP's. Professionals in Talent Acquisition/Management, Generalist Role
- Graduates looking for a career in HRM or Personal Management



Program Highlights



CERTIFICATION FROM IIM KASHIPUR

Opportunity to earn certificate of Completion in Strategic Human Resource Management from Indian Institute of Management Kashipur.



WEEKEND ONLINE & INTERACTIVE CLASSES

Classes are held on weekends so that learning and work can go side by side and it's easy for working professionals to attend lectures.



INDIA'S TOP FACULTY PANEL

Participants get to learn from some of the best IIM faculty members and industry experts who are highly qualified and experienced in the field of HRM.



CASE BASED SESSIONS

Real life case-based study pedagogy to enhance implementation of theoretical concepts to real life problems.



INSIGHTS INTO STRATEGIC HUMAN RESOURCE MANAGEMENT

This course is full of hands-on exercises and case studies to get an in-depth understanding of advanced techniques & tools that can help the participant to solve HR problems in an easy and structured way.

Program Outline

• **Introduction to Strategic Side of HRM**

HRM in the contemporary world: Creating a new Mind Set for HR-

Shifting mental models from personnel models from personnel management -> HRM

-> SHRM and HR Analytics

HR and Gig economy

Introduction to Strategy and Strategic HRM, HRM Strategy Models

Introduction to HR metrics & HR Analytics

• **Acquiring & Managing Talent**

Strategic Workforce Planning

Talent Acquisition

Employee Potential & Performance

• **Employee Learning & Development**

Orientation & On boarding New Employees

Systems approach to training

Evaluating Training Efforts

• **Performance Appraisal & Management**

Considerations in Appraisals

Designing of goal sheets & KRA's

Appraisals in the Digital Age

• **Managing Careers & Retention**

The Psychological Contract

Employer's Role in Career Management

Employee Life Cycle Career Management

Building Employee Engagement

Managing Terminations

• **Strategic Compensation & Rewards**

Establishing Strategic Pay Plans

Creating a Competitive Pay Structure

Competency Based Pay

Pay for Performance & Incentives

Employee Benefits

Program Outline

- **The Legal Framework in India**

Labour Legislations
Statutory Compliances

- **Employee Relations**

Building Positive Employee Relations
Managing Employee Discipline
Labour Relations
Collective Bargaining
Employee Disputes and Grievances
Employee Safety

- **Managing Diversity and Inclusion**

Types of Diversity
POSH Act
SC-ST Act

- **Project Presentations**

- **Winding Up**

Tools Used



Tableau Masterclass by Nulearn

• Introduction

Introduction to Tableau
Data Connection
Tableau Environment

• Basic charts

Text Tables
Highlight Tables
Pie Charts
Bar Chart
Stacked Bar Chart
Side by Side Bar Chart
Line Chart Continuous
Line Chart Discrete

• Analytics

Analytics

• Advanced charts

Scatter Plot
Tree Map
Symbol Map
Filled Map
Dual Line Chart
Dual Combination
Box and Whisker

• Formatting

Filters, Totals, Highlighters, Groups
Table Calculations
Sparklines
Word Cloud

• Conclusion

Dashboard
Story



Minimum 60% attendance is required in Tableau Masterclasses to get certificate.

Eminent Faculty Panel



Prof Mridul Maheshwari

Assistant Professor & Area Chair,
Organizational Behavior &
Human Resource

Prof. Mridul Maheshwari is a Fellow in Management from Indian Institute of Management Ahmedabad in Personnel and Industrial Relations area. She has more than 8 years of experience in academics which spans over around 4 Years with IIM Udaipur as Assistant Professor, close to a year with Pandit Deendayal Petroleum University, Gandhinagar as Assistant Professor and around 3 years with DAV Institute of Management, Faridabad as Lecturer. Over these years, she has taught various courses such as Managing People in Organizations, Individual Dynamics in Organizations, Strategic Human Resource Management, Talent Management, Qualitative Research Methods and Basics of Marketing Management.

She has been part of a team involved in providing academic consulting to senior HR executives of BPCL at their learning and development centre, Pune and delivered modules on qualitative approach to business data analysis.



Prof A Venkataraman

Assistant Professor,
Organizational Behavior &
Human Resource

Prof A.V. Raman earned his PhD in the sociology of work, organisations and Industrial Relations from the University of Warwick, Coventry UK in 2013. He has an MPhil degree in Sociology with a distinction and a First Class MA respectively from the University of Hyderabad India, before his PhD. Subsequently, he has taught previously in XLRI and at IIM Kashipur from 2016.

His current areas of academic interest are Trade Unions and Employee-Employer relations drawing upon the ethnographic tradition of field research in Industrial Relations, Labour Process theory and Evaluating Change Management and their outcomes especially when templates of work and HRM practices are implemented in other cultural contexts.

With regard to teaching, he has taught a wide constituency of students from the doctoral level to practising managers. The courses taught by him range from Industrial Relations and labour laws at the doctoral and PG level, Power and Organisational Ambiguity and dynamics at the doctoral level, Qualitative research including its theoretical grounding at the doctoral level, to Principles of HRM at the post-graduate level.

Course Delivery

Duration: 5 months blended

Delivery mode: Plug n Learn

Frequency: Once in a week

Course Schedule

3 hrs on every Saturday: **7:00 PM - 10:00 PM**

(10 minutes break between sessions)

Course Commencement Date: Will be updated.

2 days of Campus Visit



Course Pedagogy

The primary method of instruction will be through LIVE virtual lectures that will be beamed online via internet to desktops/laptops of students or classrooms. The lectures will be delivered by eminent faculty from IIM Kashipur. All enrolled students will also be provided access to the Cloud Campus through which they may access other learning aids, reference materials and assessments, case studies, projects and assignments as appropriate. Throughout the duration of the course, students will have the flexibility to approach the Professors, real time during the class or offline via the Cloud Campus to raise questions and clear their doubts.



Eligibility

- For Indian Participants – Graduates 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.
- Proficiency in English, spoken & written is mandatory.



Payment Mode

Online payment or DD in favor of "VALUE VIDYA LLP" payable at "Bengaluru".



Assessments

There are periodic evaluations built in throughout the duration of the course. These may be in the form of a quiz, assignment, case study or other objective/subjective assessment. The evaluations are designed to ensure continuous student engagement with the course and encourage practical learning. Students who successfully clear the same along with the requisite attendance criteria will be awarded a Certificate from IIM Kashipur as appropriate.

How To Apply

To apply, working professionals can register at [https:// www.ValueVidya.com](https://www.ValueVidya.com) or call at **+91 63661 25554.**

Sample Certificatee



NOTE:

This is sample certificate. Subject to be changed.

Certificate of Completion/Participation will be given to participants on the basis of Assessments, Quizzes & Final Exam.

Fee Structure & EMI Plan

Program Fee:

For Indian Residents

~~INR 90,000 + GST*~~
INR 70,000 + GST*

For International Students

\$1,650

* Tableau Masterclass worth Rs 20,000/- complimentary for participants enrolling before 15th January

* Application Fee of 1000/- INR to be paid at the time of registration

Note:- Application fee is non-refundable even if the application is rejected or enrollment is cancelled.

Installment Schedule:

1st INR 20,000 + GST* / \$500 Immediate Payment
2nd INR 25,000 + GST* / \$550
3rd INR 25,000 + GST* / \$600

No Cost 6 Months EMI Option available by our loan partner:

Pay as Low as 11,667 + GST* per month.

(11,667 + GST* x 6 = 70,000 + GST*)

* Loan option with interest available in 9 & 12 EMIs

* EMI dates may vary on a case to case basis

* 1% + GST* processing fees will be charged by loan partner in 6/9/12 months EMI.



For Admission Enquiries Please Contact :



No 14/10, 1st Floor,
RV Road, Krishnappa Cross,
Minerva Circle
Near Lalbhag Metro Station
Bengaluru-560004
Ph : 6366125554
Website :
www.ValueVidya.com
Email :
info@ValueVidya.com

