



विद्या परं दैवतम्

IIM

भारतीय प्रबंध संस्थान विशाखपट्टनम

Indian Institute of Management Visakhapatnam



EXECUTIVE DEVELOPMENT PROGRAM IN **STRATEGIC HUMAN RESOURCE MANAGEMENT**

Live Online Classes

3rd Batch



VALUE
(STUDY ANYWHERE)
VIOYA



ABOUT IIM VISAKHAPATNAM

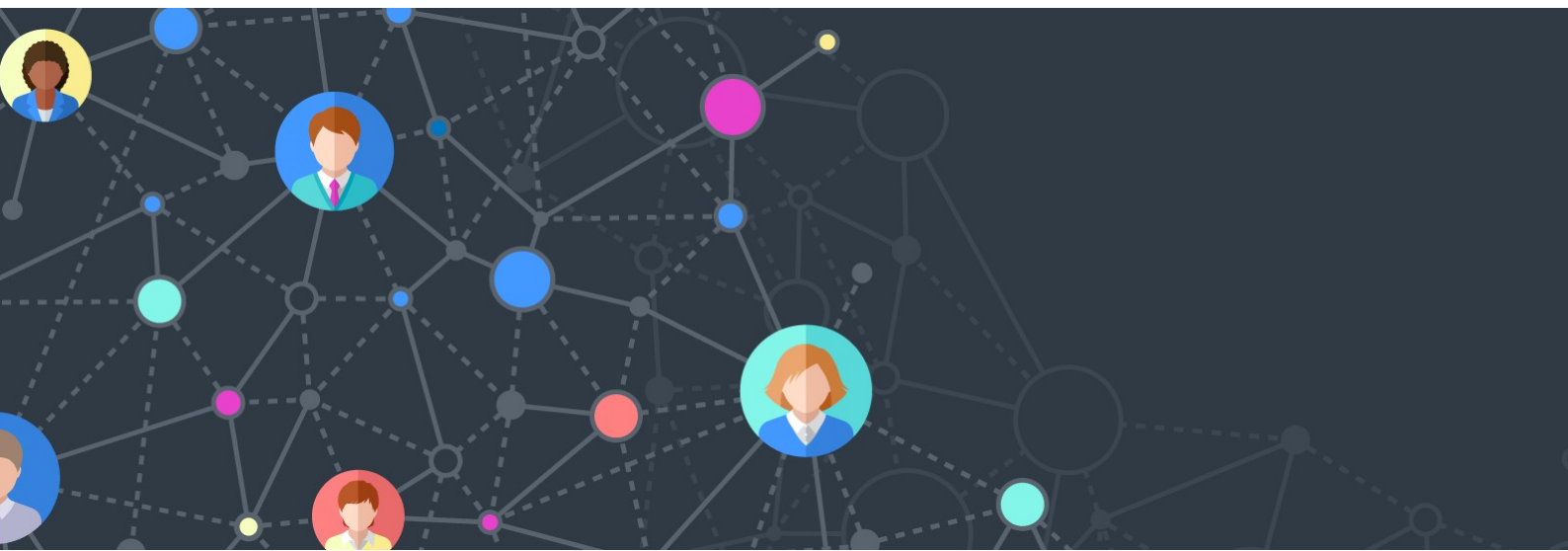
Indian Institute of Management Visakhapatnam (IIMV) belongs to the prestigious IIM family of business schools. It is a new generation IIM, set up by the Government of India in September 2015. The Indian Institutes of Management Act 2017 declares IIMs as Institutions of National Importance, empowered to attain standards of global excellence in management, management research and allied areas of knowledge.

Continuing its journey towards steady progress and growth since its inception, IIM Visakhapatnam has already carved out for itself a niche among IIMs, crossing several milestones and maintaining a distinct lead in:

- Having rich knowledge resources; and modern infrastructure, even in its temporary campus, conducive to learning outcomes of high impact.
- Having a vibrant student cohort with national character (representing 22 states) that excels in academics, co- and extracurricular activities and regularly wins competitions pan-India.
- Recording top placements among 10 IIMs.
- Enjoying excellent linkage with apex industry bodies like CII.
- Having all faculty with PhDs from top-notch institutions of India and abroad such as IIMs, IITs, and reputed foreign universities.
- Hosting the largest cohort of women entrepreneurs after IIM Bangalore (Mentor Institute), under a special initiative called the Women Startup Program.

ABOUT VALUE VIDYA

Value Vidya is one of the leading Ed-Tech startups in India. We partner with leading IIMs and top 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.



ABOUT THE PROGRAM

Strategy is the plan a firm follows to reach its destination, and a strategy is only as effective as the people who are executing it. Therefore, alignment of the people management policies and practices of a firm to its overall strategic goals is imperative. The present program is designed to develop a holistic understanding of the recent developments in people management in organizations, an appreciation of human resource management from the strategic perspective, and the various tools and techniques of HR Analytics. The course also provides an overview of the various digital tools at the disposal of the modern HR manager to pursue the strategic goals of the organization, and the changing nature of the work and the workplace in times of global uncertainties.

Program Objectives:

- To develop an understanding of the role of Human Resource Management in forwarding the strategy of the organization
- To develop competence in using the tools and techniques employed in Strategic Human Resource Management and HR Analytics
- To develop an appreciation of how human resource management practices change with the changing context of the organization

Who Should Attend:

- Professionals who are looking to upgrade their career in Human Resource Management.
- HR Managers & Leaders/Entrepreneurs.
- HR executives who wish to advance their HR skills and move into more strategic roles.
- HR Business partners.

PROGRAM HIGHLIGHTS



CERTIFICATION FROM IIM VISAKHAPATNAM

Participants successfully completing the course earn the Certificate of Completion in Strategic Human Resource Management from Indian Institute of Management Visakhapatnam.



WEEKEND ONLINE & INTERACTIVE CLASSES

Classes will be 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.



EXPOSURE TO MODERN CONCEPTS

Exposure to modern HR concept such as people analytics, design thinking, talent management 4.0, etc.



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.

TABLEAU MASTERCLASS BY NULEARN

Participants are eligible for bonus 15 hours of Tableau Masterclass by Nulearn. Sessions by Tableau certified trainer.



PROGRAM OUTLINE

MODULE 1: Strategy and HRM in Industry 4.0

- Business Strategies and HR Implications for Global workplaces
- Aligning HR with Corporate Strategy – Balanced Scorecard and HR Scorecard
- The Changing Face of People Management

MODULE 2: Digital Transformations: Planning and Forecasting

- Analyzing Jobs for Critical Requirements
- Competency Mapping – steps and procedures
- Forecasting Workforce Needs
- Scenario planning for human resource needs
- Role of AI in Human Resource Planning

MODULE 3: Digital Transformations: Talent Management 4.0

- Creating Employer Brands in a Digital World
- Digital Talent Acquisition.
- Training talent – tools and techniques
- Knowledge management in Learning Organizations
- Performance Management – the role of technology and Artificial Intelligence. Building the performance culture
- Compensation Management for the strategic capabilities

MODULE 4: Digital Transformations: Engaging the Knowledge Workforce

- Engaging the Multi generational Workforce
- Engaging remote workers in the virtual workplace
- Job crafting for Knowledge workers
- Diversity and Inclusion in the Global Organizations

MODULE 5: Overview of HR Analytics Using SPSS & Excel

- The business case for HR analytics
- Strategic approach to HR analytics
- Process of HR analytics project
- Fundamentals of data and data analysis
- Ethical considerations while using HR data, importance of data quality and measures

MODULE 6: Managing HR Processes through Analytics Using SPSS & Excel

- Recruitment and Selection analytics
- Measuring and managing employee attitudes and engagement
- Learning Analytics
- Measuring and Managing employee turnover

PROGRAM OUTLINE

MODULE 7: Design Thinking in HR

- Overview
- Building Blocks
- Tools and Strategies
- Applications in Business

MODULE 8: Business Acumen and Basic Finance for HR

- Basis of financial statements
- Financial analysis for the human resources initiative

MODULE 9: Attrition and Retention

- Best practices in human resource separation
- Enhancing ELTV (Employee LifeTime Value)

MODULE 10: Emerging Trends

- Green HRM and Sustainable HR
- Interactive Artificial Intelligence
- Ethics in HRM

MODULE 11: Compensation & Benefits

- CTC Structure Design
- Total Rewards

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.



tableau

EMINENT FACULTY PANEL



Prof. Bishakha Majumdar
PhD (IIM Indore)

Bishakha Majumdar is a PhD from the Indian Institute of Management Indore, and an M.Sc. in Applied Psychology from the University of Calcutta. She has taught Psychology and Organizational Behavior at the undergraduate and postgraduate levels in University of Calcutta and has been an Assistant Professor in OB & HRM at FORE School of Management, New Delhi. She has authored one book and several research papers and case studies in human resource management, psychology, and public health, and has received, among others, the first Prize in HRM in the ISB-Ivey Global Case Competition 2018, the WDI Case Competition Award 2018 (University of Michigan, USA), the Best Management Research Award 2013 (National Academy of Psychology), and the Young Scientist Award, 2011 (Indian Academy of Applied Psychology). She has conducted corporate trainings and workshops extensively, in areas such as HR Analytics, Effective Performance Feedback, Change Management Leadership, Workplace Ethics, Harmonizing Self and Others, Transactional Analysis, Team Building, Time Management Techniques, HR Storytelling, Stress Management, and Work Life Balance, for organizations such as Airport Authorities of India, Coal India Limited, Indian Oil Corporation Limited (IOCL), Ministry of Labour and Employment-Govt. of India, National Academy of Customs Indirect Tax & Narcotics (NACIN-GOI), NHPC Limited, Naval Science & Technological Laboratory (NSTL), Oriental Insurance Company Limited, Relaxo Footwear, and Sonic ZF Private Limited. She has also conducted faculty development programs in teaching, management, and leadership for Technical Education Quality Improvement Programs (TEQIP) National Project Implementation Unit, Ministry of HRD, Govt. of India, CBSE School Principals, and National Institute of Business Management (NIBM), Sri Lanka. She is presently the Associate Editor of the Journal - South Asian Survey by Sage.

EMINENT FACULTY PANEL



Prof. Balaji Subramanian
PhD (IIM Kozhikode)

Dr. Balaji Subramanian is an Assistant Professor in the area of Organizational Behavior and Human Resource Management at IIM Visakhapatnam. He has done his Ph.D. from IIM Kozhikode and MBA from IIM Lucknow. He has around 11 years of experience in industry and academics. His teaching interests include Organizational Behavior, Leadership, Human Resource Management and HR Analytics. He is fascinated in understanding and conducting research in the fields of HRM, HR Technology, Teaching and Learning Processes, Alternative Organizations, and Social Enterprises. He has publications in leading international journals such as Journal of Business Ethics and Voluntas and has presented papers in many national and international conferences such as British Academy of Management (BAM), Indian Academy of Management (INDAM) and Society for the Advancement of Socio-Economics (SASE) and has received multiple best paper awards. Prof. Balaji has conducted number of executive training programs on topics such as HR Analytics, Leadership, Emotional Intelligence, Motivation and Employee Engagement for organizations such as Hindustan Shipyard Limited (HSL), Hindustan Petroleum Corporation Limited (HPCL), Indian Oil Corporation Limited (IOCL), Southern Petrochemical Industries Corporation Limited (SPIC), HiTech-Arai and Loyal Textile Mills Limited. He has also conducted faculty development programs for institutes such as GITAM University and as part of AICTE Training and Learning (ATAL) programs.



COURSE DELIVERY

Duration: 6 months blended
Delivery mode: Plug n Learn
Frequency: Once in a week



COURSE SCHEDULE

3 hrs on every Saturday: 7:00 PM - 10:10 PM
(10 minutes break between sessions)
Course Commencement Date: Will be updated



COURSE PEDAGOGY

- Course will be taught through online platforms.
- Instructor's notes, data, and scripts will be shared via Nulearn Platform.
- Participants will be evaluated continuously through assignments.
- Course material is solely meant for recipients and should not be distributed/shared elsewhere.

To understand the roadmap for developing sustainable and industry 4.0 perspective of supply chain and logistics management



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.
- One-year corporate experience is preferable.



PAYMENT MODE

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



ASSESSMENT CRITERIA

Evaluation Component	Type (Individual/Group)	Weightage
End-Course Evaluation (end examination)	Individual	50%
Project Report	Group	25%
Project Presentation	Group	25%

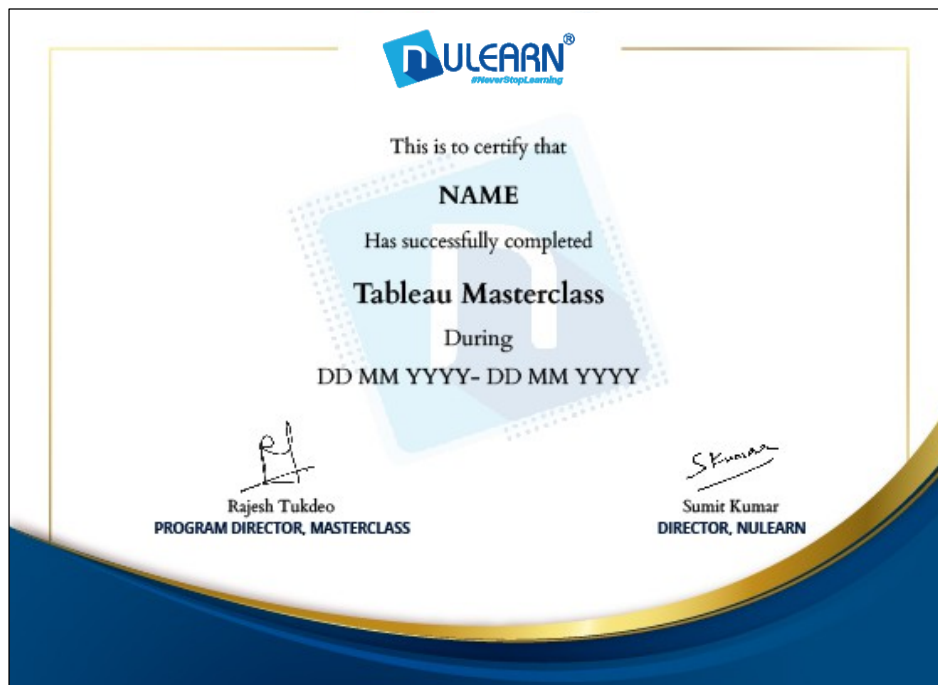


HOW TO APPLY

To apply, working professionals can register at <https://www.ValueVidya.com> or call at +91 6366125554

SAMPLE CERTIFICATE

- NOTE :-**
- This is sample certificate. Subject to change.
 - Certificate of Completion will be given to participants on the basis of Final Examination.



- NOTE :-** Minimum 60% attendance is required in Tableau Masterclasses to get certificate.
- * Only digital certificate will be issued for Tableau Masterclass.

FEE STRUCTURE & EMI PLAN

Program Fee

For Indian Residents **INR 75,000 + GST***

For International Students \$15,00

*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 25,000 + GST* / \$500	Payment Deadline - Immediate Payment
2nd	INR 25,000 + GST* / \$500	Payment Deadline – will be updated
3rd	INR 25,000 + GST* / \$500	Payment Deadline – will be updated

**No Cost 6 Months EMI Option available by our loan partner:
Pay as Low as 12,500 + GST* per month.**

* 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 :



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