



विद्या परं दैवतम्

IIM

भारतीय प्रबंध संस्थान विशाखपट्टनम
Indian Institute of Management Visakhapatnam



EXECUTIVE DEVELOPMENT
PROGRAM IN

Strategic Human Resource Management

“WEEKEND LIVE & ONLINE CLASSES”

www.nulearn.in



ABOUT IIM VISAKHAPATNAM



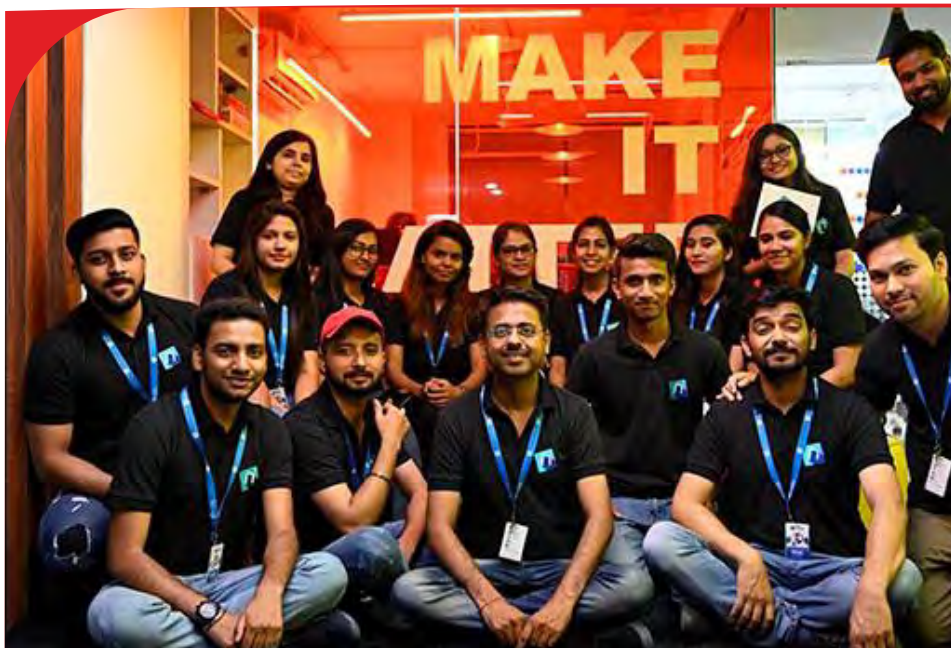
Indian Institute of Management Visakhapatnam (IIMV) belongs to the prestigious IIM family of business schools. It is a new generation IIM, set up by the Government of India in September 2015. The Indian Institutes of Management Act 2017 declares IIMs as Institutions of National Importance, empowered 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 NULEARN

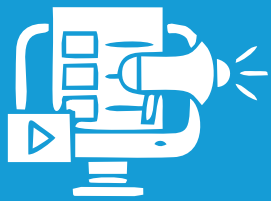


Welcome to Nulearn, an organization which carefully traces the needs of the individuals and organizations, and curates resources to meet their skill gaps. We take accountability for pouring our education system forward to the assistance of all our participants and providing best-in-class services. This is accomplished by our constant focus on quality, consistency, strength, career, value and customer service. We always exercise ethical business practices and maintain respect for every individual. Our State of the art LMS (Learning Management system) with cutting-edge features ensures a quality learning experience. The LMS combines the support of classroom learning with the flexibility of online Education.

Nulearn aims to generate an ongoing dialogue around the ways technology can transform learning and how skills and knowledge of the 21st century can be executed in education. Being one of the most diversified providers of services and solutions in the Ed-tech space,

Nulearn follows one over-riding goal – to impart world-class education. A primary part of Nulearn’s long-term success plan is offering young people the right skill sets to succeed and get better jobs.

Nulearn’s vision is to empower learning and improve the process of learning by collaborating and connecting with the like-minded people to learn, utilize and discover the best ways to deliver quality education – anytime and anywhere. Unlike conventional ways that worked on the linear learning model, solutions offered by Nulearn reflect closely on the multidimensional nature of complex advanced education segments.



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



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 Saturdays so that learning and work can go side by side and it's easy for working professionals to attend lectures.



LEARN FROM 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.



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.



EXPOSURE TO MODERN CONCEPTS

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



CASE-BASED SESSIONS

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



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

MODULE 2: Planning and Forecasting for Changing Times

- 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: 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: Engaging the Knowledge Workforce

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

MODULE 5: People Analytics in the 21st-Century Workplace

- The business case for HR analytics
- Sourcing of HR data – ways to collect and prepare HR data
- Fundamentals of Analytics - Types of data, statistical significance, types of variables, overview of various statistics analysis – chi square, ANOVA, T-test, multiple linear regression, logistic regression, factor analysis
- Ethical considerations while using HR data, importance of data quality and measures



PROGRAM OUTLINE

MODULE 6: Recruitment & Selection, Performance and Retention Analytics

- Recruitment and selection analytics - Reliability and validity of selection methods,
- Managing bias in selection
- Predicting performance from selection data,
- Predicting employee turnover - Measuring turnover, descriptive turnover analysis, predicting turnover
- Predicting employee performance - Defining and measuring performance, identifying predictors of performance, examples of analytical models to predict performance
- HR Audit

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

Project Presentations and Evaluation



PROGRAM DIRECTORS



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.



PROGRAM DIRECTORS



Prof. Balaji Subramanian

PhD (IIM Kozhikode)

Dr. Balaji Subramanian is an assistant professor in the area of organizational behavior and human resources management at IIM Visakhapatnam. He has done his Ph.D. from IIM Kozhikode and MBA from IIM Lucknow. He has close to 10 years of experience in industry and academics. His teaching interests include HR Analytics, Leadership and Human Resource Management. He is fascinated in understanding and conducting research in the fields of institutions and organizations, organizational design, alternative organizations, and social entrepreneurship. He has publications in leading international journals such as Journal of Business Ethics and has presented papers in many national and international conferences.

Teaching Interests:

Organizational Theory, Alternative Organizations / Social Enterprises, Emotional Intelligence, Leadership, Human Resources Management, HRAnalytics

Subjects Taught:

- Strategic Human Resource Management
- Emotional Intelligence and Leadership
- Learning and Development
- Human Resource Management
- Interpersonal Effectiveness
- HRAnalytics



COURSE DELIVERY

Duration: 5 months
Delivery mode: Nulearn Plug n Learn
Frequency: Once a week



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.



ASSESSMENT AND CRITERIA FOR AWARD OF THE CERTIFICATE

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



PAYMENT MODE

Online payment or DD in favor of "Human Racers Advisory Private Limited" payable at "New Delhi".



COURSE SCHEDULE

Every Saturday 07:00 PM to 10:10 PM
(10 minutes break between sessions)

Course Commencement Date: 10th July, 2021



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.



HOW TO APPLY

To apply, students and working professionals can register at <https://www.nulearn.in> or call at +918880099302 (Toll Free)



IIM VISAKHAPATNAM SAMPLE CERTIFICATE



•This is sample certificate. Subject to change.

NOTE :- •Certificate of Completion will be given to participants on the basis of Final Examination.



FEE STRUCTURE & EMI PLAN

Programme Fee

For Indian Residents	INR 60,000 + GST*
For International Students	\$1,500

* Application Fee 500/- INR to be paid at the time of Registration

Installment Schedule

1st	INR 20,000 + GST* / \$500	Payment Deadline On selection
2nd	INR 20,000 + GST* / \$500	Payment Deadline 20th May 2021
3rd	INR 20,000 + GST* / \$500	Payment Deadline 20th August 2021

* Loan option available in 6, 9, & 12 EMI's

* EMI dates may vary on a case to case basis.



Admission & Technology Partner

Nulearn

Spring House: B1/638, Second Floor,
Janak Puri, New Delhi-110058

Email: connect@nulearn.in

Website: www.nulearn.in

Contact No.: +91-8880099302