

EXECUTIVE DIPLOMA IN HUMAN RESOURCE MANAGEMENT

For Working Executives

(2016-2017)

True to the spirit of the statement that the ultimate success parameter for Human Resource Development is the death of HR Department, Organizations are increasingly becoming appreciative of the developmental role that their managers must play in developing employees. While many a line manager has that basic urge to develop the employees, more often than not they are handicapped by a lack of professional knowledge and skills that are essential to play the HR role effectively. It is also very common for such managers occupying positions in the HR department in many organizations in India without having adequate professional qualifications. While experience might have been the backbone of effective performance in the corporate world of yesterday, knowledge and continuous learning is the mainstay amongst the best organizations of today.



It is against this backdrop that XLRI has started a consolidated program in Human Resource management in 2005. The program aims to provide an opportunity for them to study and earn an Executive Diploma in HRM, while working, without interrupting their career.

OBJECTIVES

- To provide an opportunity to the participants to earn a professional qualification in HR
- To provide the participants with an in-depth understanding of various concepts in HR
- To get tuned to the latest developments and best practices in H R
- To prepare the participants to head the HR function in the operating divisions
- To develop a repository of HR experts who can lead change in the organization.

DURATION

The programme is of 16 months duration with four terms. The programme comprises of 15 compulsory courses spread over the first three terms and the fourth term is exclusively devoted to Action Research Based Project.

COURSES

Fundamentals of Human Resource Management
Fundamentals of Industrial Relations & Labour Laws
Individual and Group Behavior in Organization
Executive Compensation
Research Methodology & Statistics
Training & Development
Human Resource Planning
Managerial Economics

Organizational Structure and Design
Competency Based HRM
Managerial Counseling
Performance Management
Organizational Change and Development
Recruitment & Selection
Strategic Human Resource Management
Dissertation

Dissertation

The participant will choose an area of his/her interest. Closely working with their faculty guides, they will identify a real problem related to HR in their organizations and do an action research based on that. The project is equivalent to four courses and would draw heavily from the learning of the previous terms. The evaluation will be jointly done by the faculty guide and by an expert from within/outside the participant's organization.

In the first three terms, there will be two contact sessions per-term, which will be residential in nature. Each course will have 8-10 day contact sessions.

There will be four sessions per day of 90 minutes each. Internal faculty will handle two courses while an external resource person (preferably a practitioner) may handle the third. The schedule may be flexible.

During the term break, the students are expected to spend time on projects and assignments, which would be about 25 hours per course. Term end examination will be held usually during the course of the following term.

ASSESSMENT, EVALUATION AND CERTIFICATION

The examination and evaluation required for certification shall be carried out by XLRI, Jamshedpur. The faculty members teaching their respective courses will choose the method of evaluation most appropriate to the material. The certificate will be awarded directly by XLRI, Jamshedpur. Each concerned faculty will evaluate the participants. Assessment in all the courses is continuous, varied and exacting. It emphasizes development of personal and professional competence as well as gaining of business knowledge and skills. After completion of all the courses the participants will be awarded an "Executive Diploma in HRM".

QUALIFYING STANDARD

Executive Diploma in Human Resource Management will be awarded to those

candidates, who have obtained a minimum CQPI of 4.5 on a nine point scale provided the student has not obtained more than (i) one F or (ii) two D's. D+ is treated on par with D for this purpose

ADMISSION PROCESS

The following criteria would be used for selection: The basic requirements will be

- Bachelors degree (minimum of three years full time study) from a recognized university in any discipline
- A minimum of 5 years of post degree full time work experience in managerial positions.
- Interview (Personal or Telephonic)

Programme Commencement

The next batch would commence in February 2016

Tentative dates for the Progrm

Term 1

February 15 - 23, 2016

Term 2

April 11 – 20, 2016

Term 3

June 20 – June 29, 2016

Term 4

August 29 – September 07, 2016

Term 5

December 05-16, 2016

Term 6 [off campus]

December 17, 2016 – February 28, 2017

FEES

The fee for the programme will be Rs. 4 lakhs + 14% Service Tax per candidate. This will include tuition fees and other infrastructure necessities as required for an effective academic programme. This will not include board and lodging expenses.

OTHER EXPENSES

Travel, board and lodging expenses will have to be borne by the participants.

CONTACT DETAILS

Office of the Corporate Programs

XLRI

C H Area (East)

Jamshedpur - 831 001

Phone : +91-657-6653245

E-Mail : edhrm@xlri.ac.in

How to Apply

Candidates are requested to prepare a demand draft of Rs.1000/- (nonrefundable) in favour of “XLRI Jamshedpur” payable at Jamshedpur and fill in the online application form with draft details and send the printout of filled-in application form enclosing proof of 3 year graduation, proof of 5 years of work experience and the demand draft to the following address:

Corporate Programmes

XLRI Jamshedpur

C. H. Area (East), Jamshedpur – 831001

The envelope should be superscripted with:

Application for Admission into EDHRM 2016