

Core Courses Offered

Core Technical Skills

1. Legislative Framework for Business

This course is designed to educate professionals on the relevant aspects of social legislation which would guide them. It is imperative for all managers to require basic knowledge of employment relation laws.

2. Learning and Competency Development

In the context of global competition, organizations are committing more resources, in the forms of both time and money towards learning that enables employees to continuously update and develop their competencies. The present course is designed to study the concepts and processes of learning and competency development of the employees of the organization.

3. Workforce Planning and Staffing

An overview of Strategic Workforce Planning, covering resource planning and allocation, job evaluation and talent acquisition processes.

4. Performance Management

This course provides a definitive overview of the philosophy, process detailing the key role that performance management plays in achieving organizational goals and targets, communicating values, monitoring performance and maximizing individual contribution.

5. Compensation and Rewards Management

An examination of pay and reward management issues. It provides a definitive overview of the reward process detailing the key role that compensation plays in communication values, promoting flexibility and maximizing individual contribution.

6. Strategic Human Resource Management

This course is designed to educate professionals on the relevant aspects of Strategic Human Resource Management. This course will provide insight into various models and

structures that are to be understood to guide an organization strategically and the specific role to be played by HR in this field.

Organization Dynamics and Design

7.Human Behaviour in Organizations

The course provides a detailed analysis of individual and group behaviour in organizations. It revolves around providing holistic understanding of how human behaviour equips you to manage organizations more effectively and also increase the quality of employee's work life.

8.Organization Structure and Design

This course provides an in-depth understanding of the various issues that affect the designing of effective organization structure. This course would enable participants to examine both internal and external factors pertaining to organization structure and their impact.

Essential Skills

9.Managerial Communication

An examination of the roles of communication networks and strategies in managerial decision making. Emphasis on the role of communication skills in managing change, organizational conflict and corporate cultures.

10.HR Analytics

The course intends to improve the decision making relative to human capital investments, talent management and HR management by gathering information about what has the greatest impact on business results.

11.Industrial Relations

This course is designed to educate professionals on the relevant aspects of social legislation which would guide them. It is imperative for all managers to require basic knowledge of employment relation laws.

12.Employee Experience

As work from home becomes the new normal for many organisations, employee experience is a strategic business approach that touches every aspect of how the employee engages with the organization. This course would also have sessions on how to design, implement and sustain an inclusive culture.