



भारतीय प्रौद्योगिकी संस्थान दिल्ली
Indian Institute of Technology Delhi



Drive High-Performing **WORKPLACES**

Executive Programme in
Human Resource Management

8 Months | Live Online Lectures

Evolving HR Using Data in the Age of Talent Intelligence

58%

of companies depend on HR technologies for talent recruitment and retention'.

*Tech Jury

74%

are ready to learn new skills or re-train to remain employable in the future.

*PWC - Workforce of the future

60%

Think they will be changing their HR operating model in the next two to three years.

*KPMG report- Future of HR

\$38.17 BILLION

predicted growth in Global HR market to reach by 2027

*Tech Jury

7% GROWTH

in HR management jobs over the next 10 years—that's about 16,300 new openings each year.

*SentricHR

In today's ever-evolving landscape of human resources management, high-performing organisations recognise that data as one facet of success. They understand the importance of agility and skill readiness to effectively respond to the growing uncertainties facing businesses. Human Resource is evolving by harnessing data to elevate workforce analytics, thereby ushering in a new era of HR architecture and strategy. This transformation empowers HR professionals to make data-driven decisions, optimise talent acquisition, nurture employee development, and align HR initiatives with organisational goals, ultimately driving sustainable success in an unpredictable business setting.

Navigating the Future: Projected Key Competencies for HR Professionals

HR Business Partner

Business Acumen

Technology Proficiency

Consulting & Advising

Chief Human Resources Officer(CHRO)

Strategic Leadership

Talent Management

Data and Analytics

HR Director

Strategic HR Management

Organisational Development

Strategic Planning

Head of HR

HR Analytics

Ethical Integrity

Resource Management

HR Manager

Talent Acquisition

Performance Management

Continuous Learning

Navigating the Future: Projected Key Competencies for HR Professionals

Talent Manager

Talent Assessment — Onboarding & Integration — Employee Engagement

HR Analyst

HRIS — Database Management — Critical Thinking

HR Data Administrator

Data Management — Data Security — Quality Control

Talent Researcher

Market Mapping — Candidate Assessment — Analytical Thinking

People Analytics Head

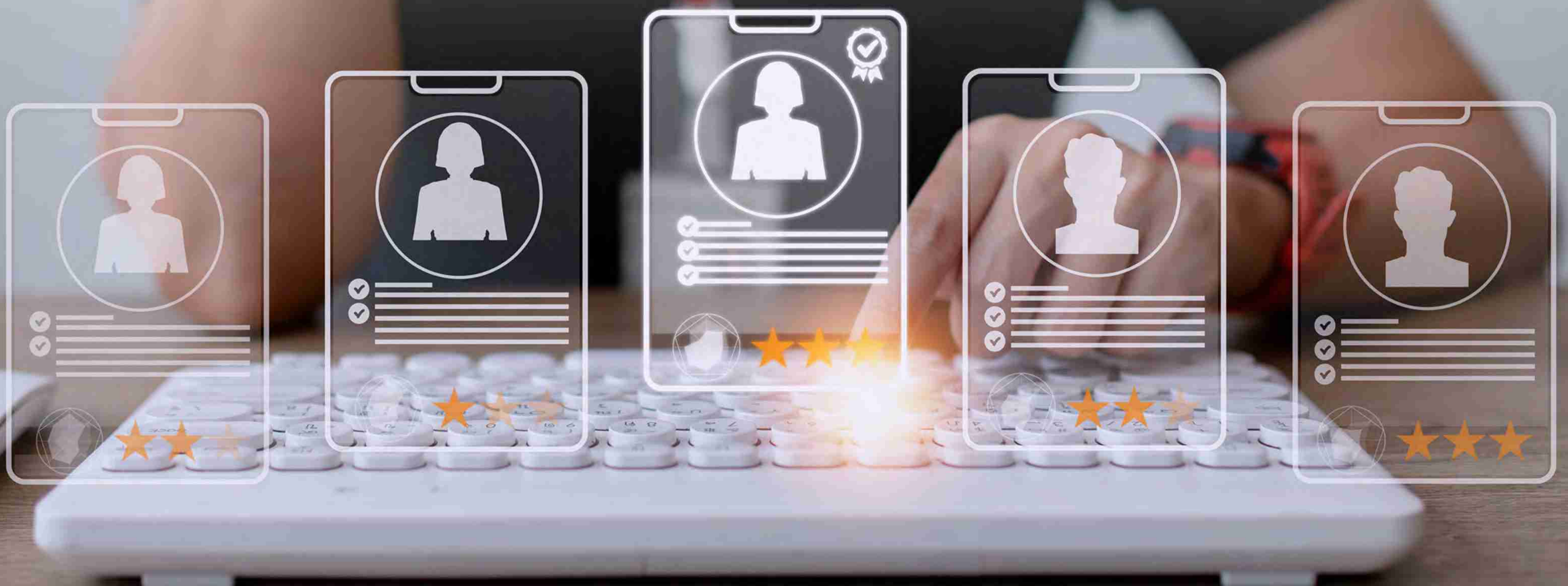
Data Analysis — Risk Management — HR Technology

Overview

The Executive Programme in Human Resource Management at CEP, IIT Delhi is a dynamic educational opportunity tailored to professionals seeking to excel in HR management. It blends theoretical knowledge with practical application, emphasising the fusion of HR practices and analytics to drive organisational triumph. This programme empowers participants with an extensive comprehension of HR management principles, sharpens critical thinking, and enriches HR decision-making prowess. Join us to embark on a transformative journey that equips you with the tools, knowledge, and skills to thrive in the dynamic world of HR management. Enroll now and become a key driver of organisational success.

Programme Objectives

- ◆ Linking HRM to Organisation Management
- ◆ Use of AI & ML in Recruitment and Selection
- ◆ Managing Individuals and Teams during Uncertainty
- ◆ Remote Working: Opportunities and Challenges
- ◆ Employee Engagement and Contemporary Themes
- ◆ Labour Laws & Industrial Relations

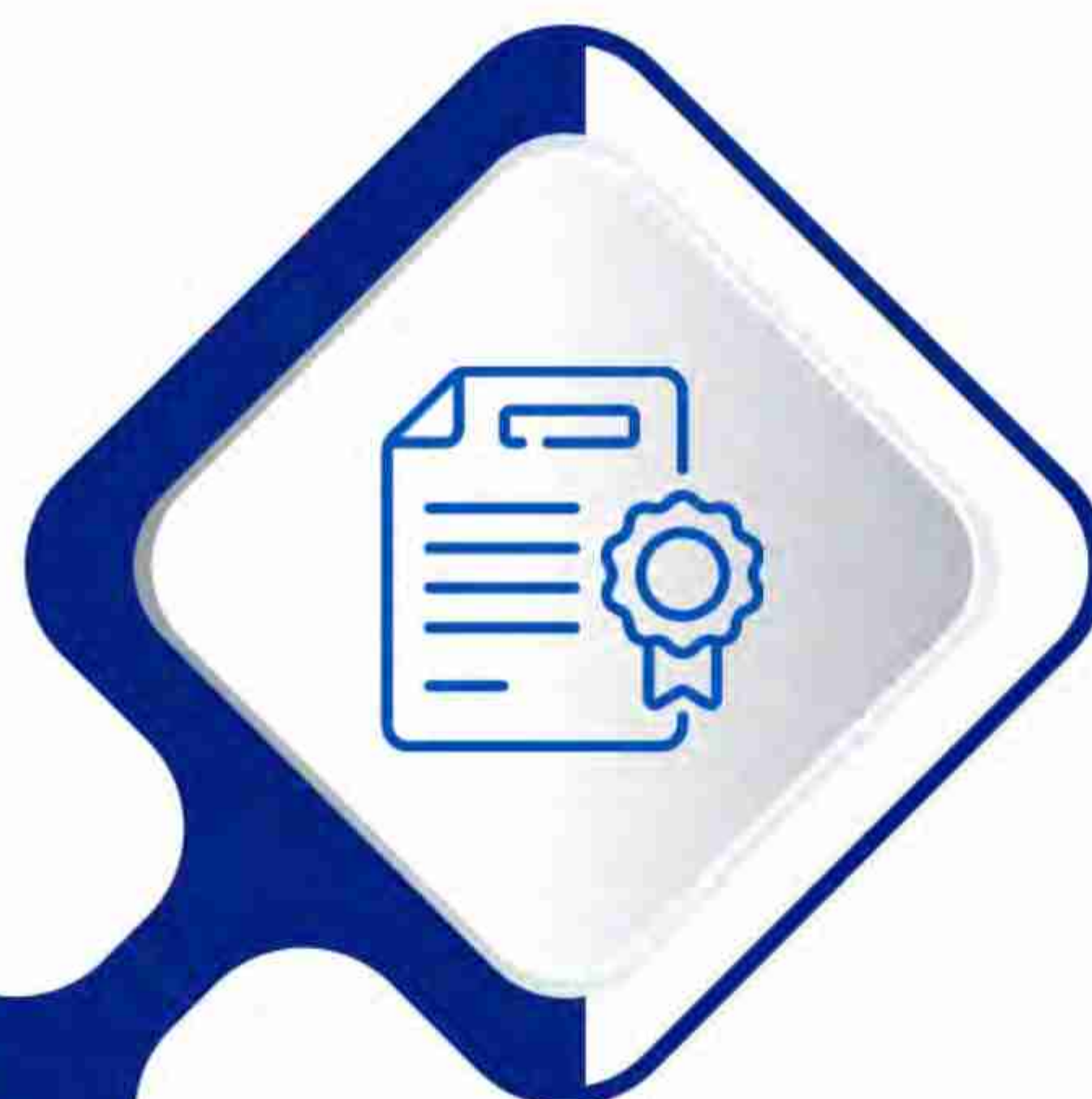


Programme Highlights

Live Interactive Sessions
by IIT Delhi Faculty



Certificate of Completion
from CEP, IIT Delhi



Real-World Case Studies
and Projects



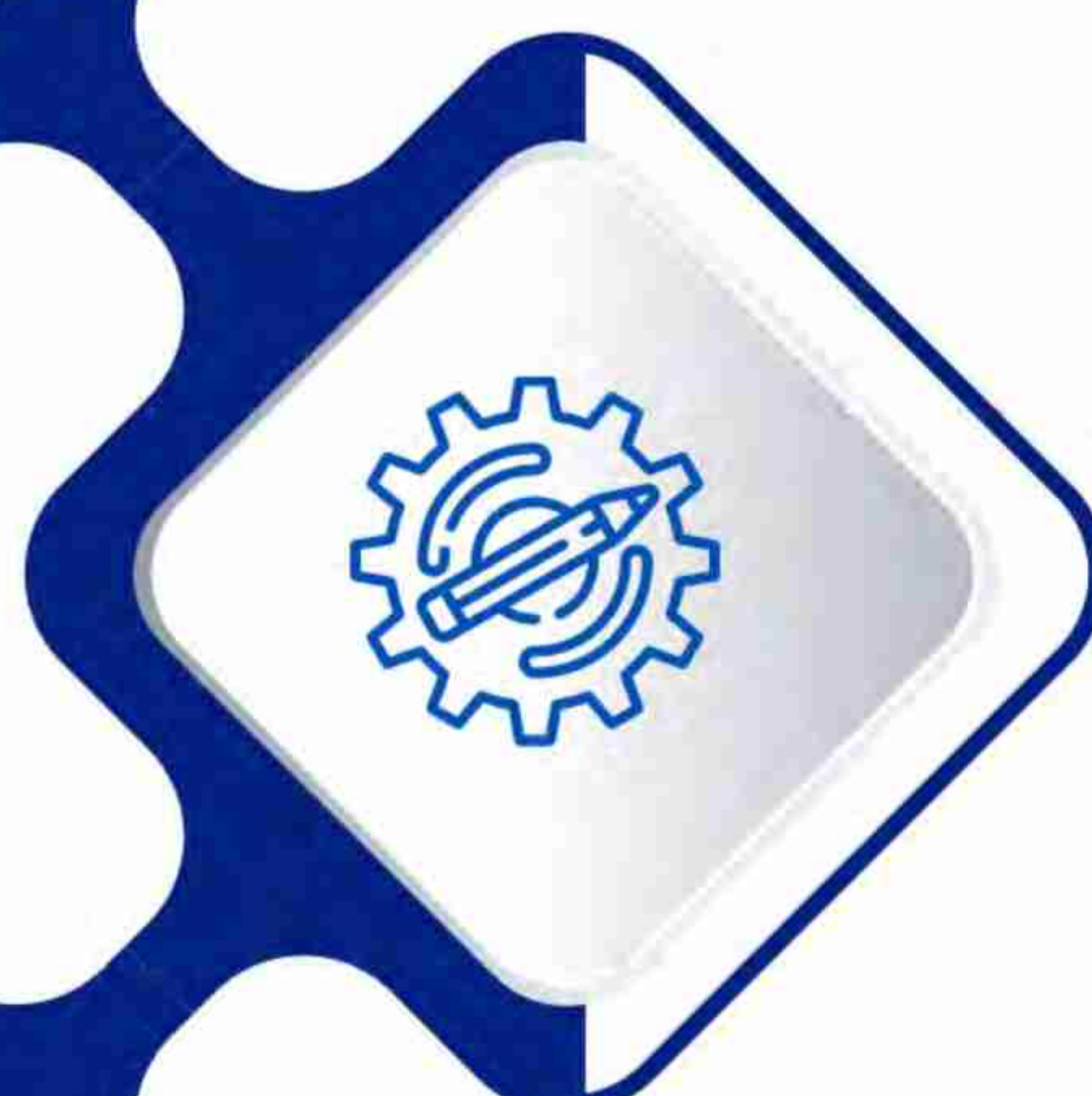
2 Days of Campus
Immersion*



Peer-to-Peer Learning
Opportunities



Holistic Pedagogy
by IIT Delhi



Direct to Device Mode
of Engagement



Note: Campus immersion for 2-days based on willingness of the participants. The cost of travel and stay will be borne by the participants.*

Who Can Attend?

The intake is ideal for individuals seeking to develop a career in the HR field.

- » Fresh graduates and early professionals interested in building a career in HR management.
- » Early-age HR professionals looking to grow their career in the domain.
- » Mid-level managers involved in recruitment & HR activities.
- » Functional Managers: Professionals from other functional areas who want to gain HR expertise and insights to better manage and lead their teams, collaborate with HR departments, and contribute to organisational success.
- » Analytics Professionals: Individuals with a background in data analytics or business analytics who want to understand the HR principles and practices for an effective integration of analytics with HRM.

Key Learning Outcomes

- Gain exposure to critical elements of HRM processes.
- Develop the ability to tackle real-world challenges in HRM.
- Explore multi-dimensional aspects of HR to effectively manage a complex workforce.
- Understand the latest frameworks in strategic HRM and their applications for business growth.
- Advance your skillset to build future-ready HR strategies aligned with business goals.

Programme Content

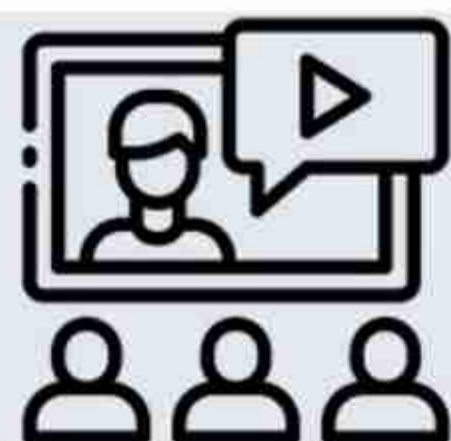
- ▶ Introduction to HR and Management
- ▶ Recruitment and Selection
- ▶ Labour Laws & Industrial Relations
- ▶ Talent Management – Diversity & Inclusion
- ▶ Training & Development
- ▶ Performance Management
- ▶ HR Analytics
- ▶ Flexible Work Arrangements – Remote Work and Gig Work
- ▶ Career Management
- ▶ Strategic HRM

Note: This is an indicative list of course topics and is subject to change as per IIT Delhi's discretion.

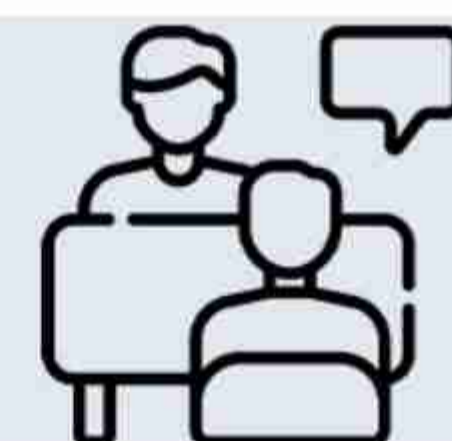


Pedagogy

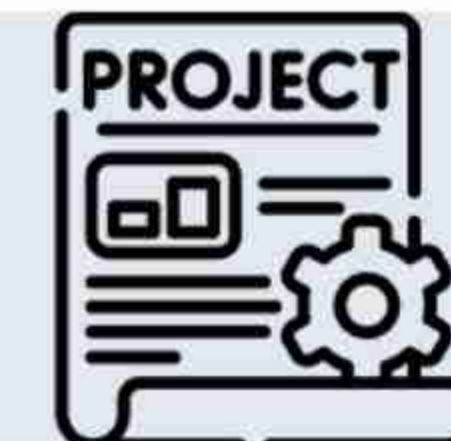
Live Online Lectures



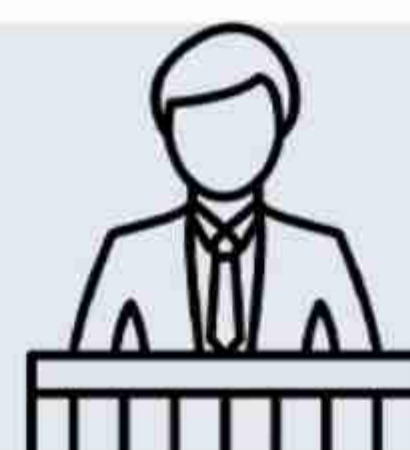
Panel Discussions



Projects



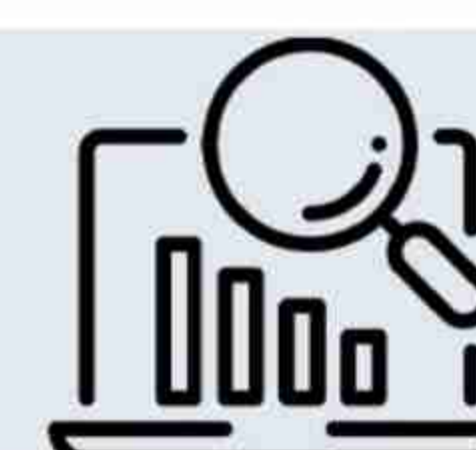
Guest Lectures



Tutorials



Real-world Case Studies



Programme Details

Duration

- 8 Months

Delivery

- Live Online Sessions delivered via Direct-to-Device (D2D) + 2 Days of Campus Immersion subject to the willingness of the participants.

Schedule

- Session Timings: Saturday, 06:00 pm to 09:00 pm
- Commencement Date: 27th January 2024
- Application Closure Date: 15th January 2024

Eligibility

- Graduation (10+2+3) or in the final year of graduation from a recognised university (UGC/AICTE/DEC/AIU/State Government/recognised international universities) in any discipline.

Screening & Selection

- Applications will be reviewed based on the eligibility and subsequent shortlisting process as laid down by the Programme Coordinators.
- Screening and selection will be done by IIT Delhi.

Assessment Criteria

- Quiz- 10% (Individual Submission)
- Case- 20% (Group Submission)
- HR Manager Interview- 20% (Group Submission)
- Group Project- 25% (Group Submission)
- Final Evaluation- 25% (Individual Submission)

Attendance

- Minimum of 50% attendance is mandatory.

Programme Fee Details

Fee Structure	
Particulars	Amount
Total Programme Fee	INR 1,10,000/- + 18% GST

Instalment Pattern	
Particulars	Amount
Instalment 1	INR 70,000/- + GST 5 days from the release of the offer letter
Instalment 2	INR 40,000/- + GST On or before 7th January 2024

Easy EMI Options Available

Note:

*All fees should be submitted in the IITD CEP Account only, and the details will be shared post selection.

*Loan Options is a service offered by Jaro Education. IIT Delhi is not responsible for the same.

Programme Certification

- Candidates who score at least 50% marks overall, and have a minimum attendance of 50% will receive a '**Certificate of Completion**' from CEP, IIT Delhi.
- Candidates who are unable to score 50% marks in the evaluation, will be eligible for the '**Participation Certificate**' if their attendance is above 50%.

  **Indian Institute of Technology Delhi** 
HAUZ KHAS, NEW DELHI- 110016

Programme Code:

Department/Centre/School of

Continuing Education Programme
On
Title of the Programme

This is to certify that

Mr./Ms. Name Of The Participant

has participated in the online certificate programme on "Title of the Programme" held from to by the Indian Institute of Technology Delhi.

Prof. Programme Coordinator Prof. Head of the Department Prof. Head/Associate Head, QIP/CEP



An initiative under eVIDYA@IITD (ई-विद्या@IITD)

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- The above e-certificate is for illustrative purposes only and the format of the certificate may be changed at the discretion of IIT Delhi.
- Only e-certificate will be provided and it will be issued by CEP, IIT Delhi.
- The organising department of this programme is the Department of Management Studies, IIT Delhi.

Programme Coordinators



Dr. Kanika T. Bhal

Professor,
Department of Management Studies, Indian Institute of Technology Delhi

A PhD from IIT Kanpur, and a visiting fellow at Sloan School of Management MIT, Dr. Kanika has worked in leadership, organisation management, ethics, corporate governance and HRM. She has published over 100 articles in reputed journals. She has done several research projects, notably with Wharton Business School and US Air Force. She has been a consultant to government organisations like Fifth Central Pay Commission of India, DRDO, Ministry of Women & Child Development, and Ministry of Finance. She received the 'Excellence in Teaching' award at IIT Delhi. In the capacity of an Independent Director, she sits on the Boards of various public and private sector companies.



Dr. Vivek G. Nair

Assistant Professor,
Department of Management Studies, Indian Institute of Technology Delhi

Dr. Vivek G Nair is an Assistant Professor at IIT Delhi. A PhD in Organisational Behavior from IIM Calcutta, his research has been published in international journals of repute like the Journal of Business Ethics, Career Development International, and Decision. Prior to his PhD, he has worked in various capacities across domains such as IT, Automotive, and the Test-Prep industry. He has designed programs for leading corporations such as Indian Oil and NIIT. He has delivered seminars/workshops on topics such as Self-Management, Career Management, Mindfulness, Communication skills, and Training Effectiveness. Vivek holds a BTech degree from NIT Calicut and a PGDM/MBA from IIM Bangalore.

Note: This is an indicative list of resource faculty.

About IIT Delhi



as per QS World University
Rankings 2024 in India



as per NIRF India
Management Rankings (2023)



as per ARIIA
Ranking (2021)


The Indian Institute of Technology Delhi (IIT Delhi) is one of the 5 initial IITs established for training, research and development in science, engineering and technology in India. Established as College of Engineering in 1961, the Institute was later declared as an Institution of National Importance under the "Institutes of Technology (Amendment) Act, 1963" and was renamed as "Indian Institute of Technology Delhi". It was then accorded the status of a Deemed University with powers to decide its own academic policy, to conduct its own examinations, and to award its own degrees.

Since its inception, over 48000 students have graduated from IIT Delhi in various disciplines, including Engineering, Physical Sciences, Management, Humanities and Social Sciences. Of these, nearly 5070 received PhD degrees. The rest obtained a Master's Degree in Engineering, Sciences and Business Administration. These alumni today work as scientists, technologists, business managers and entrepreneurs. There are several alumni who have moved away from their original disciplines and have taken to administrative services, active politics, or are with NGOs. In doing so, they have significantly contributed to the building of this nation and to industrialization around the world.

About Continuing Education Programme (CEP)

Executive education is a vital need for companies to build a culture that promotes newer technologies and solutions and builds a workforce that stays abreast of the rapidly transforming needs to the technological, business and regulatory landscape. Committed to the cause of making quality education accessible to all, IIT Delhi has launched Online Certificate Programmes under eVIDYA@IITD (ई-विद्या@IITD); enabling Virtual & Interactive-learning for Driving Youth Advancement@IITD for Indian as well as international participants. These outreach programmes offered by the Indian Institute of Technology Delhi (IIT Delhi) are designed to cater to the training and development needs of various organisations, industries, society and individual participants at national and international level with a vision to empower thousands of young learners by imparting high-quality Online Certificate Programmes in cutting-edge areas for their career advancement in different domains of engineering, technology, science, humanities and management.





Services provided by jaro education

 **11th, Vikas Centre, CG Rd, opposite Golf Club,
Wadavli, Vasant Vihar Complex,
Chembur, Mumbai**

**Ms. Priya Rathod
Jaro Programme Expert**

 **9766490273**

 **priya.rathod@jaro.in**

**For any feedback, please write to
CEP IIT Delhi at
contactcep@admin.iitd.ac.in**

Online Certificate Programmes are offered by the Indian Institute of Technology Delhi under the aegis of Continuing Education Programme (CEP) so that the Institute can realise its vision of serving as a valuable resource for industry and society, and fulfil its mission to develop human potential to its fullest extent so that intellectually capable and imaginatively gifted leaders can emerge in a range of professions.