







POST GRADUATE CERTIFICATE IN
**HUMAN
RESOURCE
MANAGEMENT**

-  Batch: 3
-  Duration: 1 Year
-  Class Start: Sunday, 13 August 2023
-  Classes : Fridays 7:00 p.m. to 8:30 p.m. and
Sundays from 10.00 a.m. to 11.30 a.m. IST

Program Highlights



Get Dual Certificates – Opportunity to earn a certificate of completion from IIM Shillong & certificate of participation from SHRM India.



Gain Status of executive Alumni – Opportunity to gain Executive Alumni status of IIM Shillong.



Experience the Campus – Opportunity to visit IIM Shillong Campus for program conclusion and Valedictory function.



Build Domain Expertise – Understand the current trends and learn skills required in HR areas basis knowledge framework offered by SHRM, the largest global body of HR professionals.



Study What is Relevant – Gain exposure to critical and implementable HR skills like working through a succession planning model, applying motivation techniques, creating an HR strategy implementation plan and diagnosing organization's maturity level in terms of HR analytics etc.



Learn Through Practice – Benefit from practical case study based learnings, devising implementation strategies and peer to peer interactions.



Earn SHRM Credits – Earn up to 40 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification.



SHRM Membership – Upon enrolment to this program, get 1 year's membership of SHRM, absolutely FREE.



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.
- Minimum of 1 year of professional work experience



Syllabus

MODULE 1 - HUMAN RESOURCE DEVELOPMENT

- Human Resource Development Strategic Connection
- Assessing Organizational Needs
- Learning Methodologies
- Career Development
- Leadership Development
- Coaching

MODULE 3 - STRATEGIC WORKFORCE PLANNING

- Understanding the Need for Workforce Planning
- Determining Stakeholder Engagement
- Supply and Demand Analysis
- Gap and Solution Analysis
- Implementation and Evaluation

MODULE 5 - TOTAL REWARDS

- Introduction to Compensation
- Legal Concepts that Impact Compensation
- Designing a New Compensation Structure
- Implementing, Administering, and Maintaining Compensation System
- Compensation Communication
- Incentive Pay
- Compensation for M&A and International Assignment

MODULE 2 - TALENT ACQUISITION STRATEGY AND SUCCESSION PLANNING

- Talent & Organizational Connection
- Employment Branding
- Recruiting
- Sourcing & Targeting
- Interviewing
- Evaluation & Selection: Psychological Testing and Assessment
- Onboarding
- Succession Planning

MODULE 4 - EMPLOYEE ENGAGEMENT AND RELATIONS

- Understanding Your Organization
- Employee Engagement
- Employee Relations

MODULE 6 - HR ANALYTICS

- Introduction
- What to Measure and How to Collect Data
- Analyzing Data and Interpreting Result
- Modelling for HR
- Human Capital Maturity

MODULE 7 – YOUR ROLE AS HR BUSINESS PARTNER

- Performance Expectations for HR Business Partners
- Internal Consulting Skills
- Business Acumen
- Align Projects with Strategic Direction
- Leadership Skills for HR Business Partners

MODULE 8 – EMERGING HUMAN RESOURCES LANDSCAPE

- Understanding Organizational Strategy in a Digital World
- Formulating an HR Strategy for Future
- Creating and Executing an HR Implementation Plan



Features

- **Live and Synchronous Learning** – Live and synchronous instructor led classes imparting interactive and real time learning from eminent faculties and industry experts as applicable.
- **Convenient Class Schedule** – Live classes are scheduled to suit working professionals.
- **Dual Certificates** – Upon successful completion of this program, participants have the opportunity to earn 2 certificates from IIM Shillong and SHRM India respectively.
- **Earn SHRM PDCs** – Earn up to 40 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification upon completion of this program.
- **Practice Based Learning** – Gain practical knowledge through case study discussions, class exercises, individual or group activities and peer to peer interactions.
- **Executive Alumni Status** – Participants successfully completing the programs have the opportunity to gain Executive Alumni status of IIM Shillong.
- **Learn from the Best** – Lectures imparted by eminent faculty from IIM Shillong.
- **On Campus Visit** – Make an optional visit to IIM Shillong campus to attend program conclusion and valedictory ceremony.
- **Access to Recorded Sessions** – Subsequent to the live synchronous classes, participants can request “On Demand” access to the recorded session.
- **SHRM Membership** – All participants of this program will also get 1 year’s membership of SHRM, absolutely FREE.



Fee Structure

PROGRAM FEE:

INR 1,70,000 + GST

USD 3500

INSTALLMENT SCHEDULE

INSTALMENT 1 = INR 40000 + GST / USD 850

AT THE TIME OF REGISTRATION

INSTALMENT 2 = INR 35000 + GST / USD 750

ON OR BEFORE 09 AUGUST 2023

INSTALMENT 3 = INR 50000 + GST / USD 1000

ON OR BEFORE 15 DECEMBER 2023

INSTALMENT 4 = INR 45000 + GST / USD 900

ON OR BEFORE 15 MARCH 2024

Job Outlook



OVER **1.5 LAKH**
JOB OPENINGS



AVERAGE SALARY OF
7-20 LAKHS
PER ANNUM



NUMBER OF JOB
OPENINGS FOR HR IS
EXPECTED TO GROW
BY ALMOST **10%**
OVER **1 LAKH** JOBS
IN A YEAR

Career Prospects in HR

- HR is amongst the top domains in generating jobs. HR is an industry agnostic domain and offers abundant career opportunities regardless of the industry or size of an organization.
- Career growth prospects are especially favourable for HR professionals with experience in compensation and benefits, large scale recruitment, employee engagement, social media and HR analytics.
- HR Tech industry India is worth about \$3.6 billion and is expected to grow 25% in the next 5 years.



Salary Trends in HR

- Freshers with no experience can expect to start at a salary of about Rs.4.5 Lakhs per annum. The average salary for a Human Resources (HR) Manager is about Rs.7 Lakhs per annum.
- Middle level HR professional with 6-8 years of experience can expect to earn Rs.30-35 lakhs per annum.
- HR Heads of small to medium-sized organizations with about 10 to 15 years in metro cities receive an average salary of Rs.80-85 Lakhs. HR Heads of large organizations, especially based out of metro cities typically expect to earn upwards of Rs.1.5 Cr. Per annum.



Types of Job Roles

- Compensation & Benefits Manager, Benefits Administrator, Compensation Specialist, Payroll Manager
- HR Generalist, HR Business Partner, HR Executive, Employee Relations Manager
- Recruitment Manager, Talent Acquisition Head, Executive Recruiter
- HR Business Analyst, HR Information Specialist, Senior HR Analyst
- Learning Head, Learning and Development Manager, Training Lead
- HR Operations Manager, HR Shared Services Head, HR Consultant
- Head HRM, HR Director, VP HR, Chief HR Officer (CHRO)





For more details

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