



XLRI
Xavier School of Management
For the greater good



UNLOCK THE REAL VALUE OF HUMAN CAPITAL

Postgraduate Certificate in Human
Resource Management (PGCHRM)

Batch 32





"The value of a business is a function of how well the financial capital and the intellectual capital are managed by the human capital. You'd better get the human capital part right."

- Dave Bookbinder

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MOVING TOWARDS A NEW HRM FUNCTION

The Human Resource Management (HRM) function has radically evolved in the past years. In this evolved culture, labour has become talent and hierarchies have turned into collaborative teams. Organisations are bent on creating meaningful and enjoyable employee experiences to transform into organisations of the future. HRM function helps to propel this transformation by facilitating initiatives that strengthen an organisation's ability to drive change in leadership, employee experience, and culture.

The new HRM function, with its widened horizon, is now responsible for strategically enhancing skill pools to unlock growth, design people processes and systems to bring organisational growth.



The global HRM Function was valued at **\$16.01 billion** in **2019** and is expected to exhibit a **CAGR of 11.7%** from 2020 to 2027.

Source: www.grandviewresearch.com



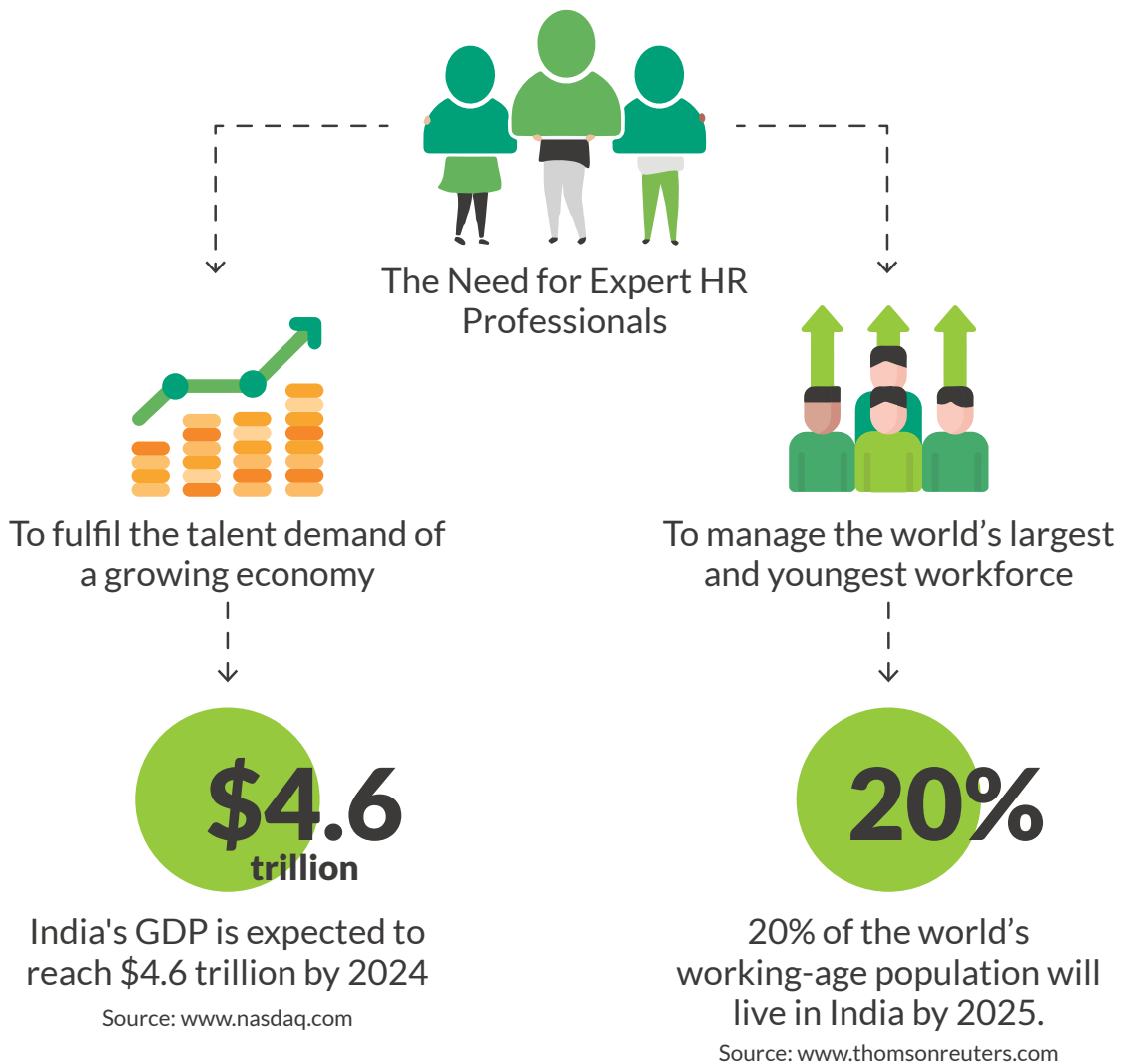
As of **May 2021**, the average salary of a Human Resources (HR) Manager in India is **₹6,97,958/annum.**

Source: www.payscale.com



CATERING TO THE NEED FOR NEW HR PROFESSIONALS

Managing talent effectively has become crucial for organisational growth, as HR leaders must shape a workforce with adequate skills to deliver on strategy now and in the future. By adopting a talent-first approach, the HRM function becomes a true driver of business value. The growing HRM function calls for competent HR professionals who can drive this change effectively.



The twin merits of a growing economy and a favourable demographic dividend have necessitated the HR function to play a very instrumental role in strategically using India's most abundant natural resource to drive business value.

ABOUT THE PROGRAMME

Postgraduate Certificate in Human Resource Management (PGCHRM)

The need for management education in today's world for effective performance is a foregone conclusion. 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 organisations of today. To satisfy this thirst for knowledge, Xavier School of Management (XLRI), a name synonymous with professional Human Resource Management (HRM) education, has evolved this 12-month consolidated programme.

PGCHRM is an intensive management education programme delivered via a state-of-the-art Virtual Interactive Learning (VIL) platform. It is ideal for practicing HR professionals and management executives desirous of a career in people management. It is designed to give participants a thorough understanding of the challenges posed in managing human resources for dynamic, success-driven organisations. The programme is aimed at transforming participants into sensitive leaders and strong team players.



A revamped programme curriculum
in-keeping with industry developments
and requirements



PROGRAMME HIGHLIGHTS



Curriculum covering topics from 'Foundation of HRM' concluding with 'HR Analytics'



Widely accepted XLRI certification from the top Indian B-school for HR



Carefully selected learners with an average work experience of 5+ years



Leading HR programme in India since 2002



XLRI Alumni status



5 days in-depth campus immersion with XLRI faculty

KEY LEARNING OUTCOMES

<p>Understand the challenges and issues in HRM</p>	<p>Learn critical elements of HRM processes</p>	<p>Acquire requisite depth and balance of technical and managerial knowledge to tackle real-world challenges at the workplace</p>	<p>Benefit from quality interactions with experienced executives and peer group learning</p>
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PROGRAMME CONTENT

TERM 1	Foundations of Human Resource Management
	Organisation Structure and Design
	Fundamentals of Business Economics
	Individual Behavior in Organisations
	Accounting for Decision Making
	Foundations of Industrial Relations
	Operations and Project Management for HRM
	Foundations of Organisational Strategy

TERM 2	Group Behavior in Organisations
	Digital Transformation
	Strategic Human Resource Management
	Principles of Marketing
	Competency Based HR
	Corporate Finance
	Human Resource Planning and Acquisition
	Laws of Social Security and Wages



TERM
3

Training and Development

Laws of Employee Relations

Organisational Change and Development

Performance Appraisal and Management

Employee Compensation Systems

Workplace Discipline and Grievance Management

HR Analytics



PEDAGOGY, PROGRAMME DELIVERY & SCHEDULE

Pedagogy

- Project work
- Lecture series
- Term papers
- Assignments and dissertation
- Group work
- Case methods

Programme Delivery

- The sessions will be delivered on the BCCL interactive learning platform.
- Participants can attend sessions either from their smart phone/tablet/laptop or desktop (Direct to Device – D2D).

Class Schedule

Thursday: 6:45 p.m. to 9:45 p.m.

Saturday: 3:30 p.m. to 6:30 p.m.

Duration: One Year

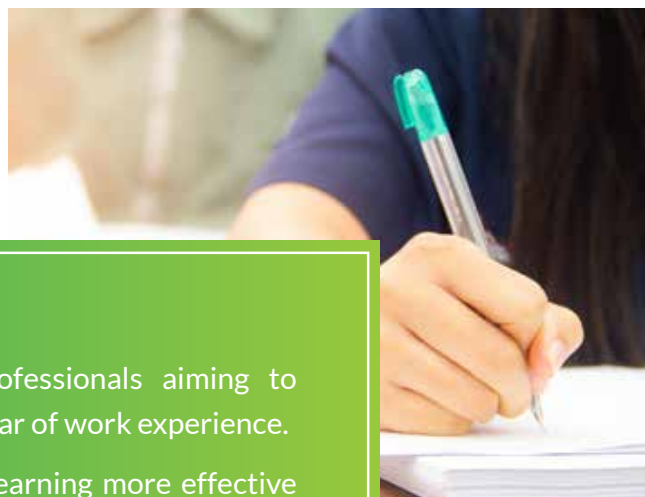


Campus Immersion

- Campus component of five days in the beautiful and advanced XLRI Jamshedpur Campus.
- The participants are expected to stay on the campus for five days of intensive campus learning and group learning sessions.

Note: The conduct of the campus component depends on approval from local administration and XLRI management considering the ongoing Pandemic.

ELIGIBILITY CRITERIA, ADMISSION CRITERIA & SYSTEM REQUIREMENTS



Who Should Attend?

- Early to mid-career HR professionals or professionals aiming to transition to the HR function with at least one year of work experience.
- Early to mid-career HR professionals keen on learning more effective tools to tackle workplace challenges and other critical elements of HRM.
- Experienced HR professionals keen on acquiring the requisite depth and balance of technical and managerial knowledge to ensure strategic utilisation of manpower for positive and measurable impact on business.

Eligibility Criteria

- Graduate (10+2+3 or 10+2+4) in any discipline from a UGC/AICTE approved institute.
- Participants should have at least 1 year of work experience after completion of graduation on the day admission process starts.

Note: No international applicants will be offered admission.

Admission Criteria

- Academic record
- Years and quality of work experience
- Statement of Purpose

Note: There will be no interviews.

System Requirements

To attend live online classes in Direct to Device mode (D2D), you will need to have a PC/Laptop/Mac with:

- Speakers and microphone: built-in or a USB plug-in or wireless Bluetooth
- Webcam: built-in or USB plug-in
- Processor: with Dual Core 2Ghz or higher (i3/i5/i7 or AMD equivalent)
- RAM: 4 GB or higher
- OS: Either MacOS 10.7 or higher OR Windows 8 or higher
- An internet connection: Minimum bandwidth of 3.0 Mbps (up/down)
- Browser: IE 11+, Edge 12+, Firefox 27+, Chrome 30+

EVALUATION & ATTENDANCE CRITERIA

Evaluation Methodology

Written Tests	Assignments	Online Exams	Others
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- Evaluation method to be chosen by faculty members teaching respective courses.

Attendance Criteria

Participants attending the programme are required to have a minimum of 80% attendance to successfully complete the course.





CERTIFICATION & ALUMNI STATUS

- Students who successfully complete the programme and fulfil all the prescribed requirements will be awarded a Certificate of Completion.
- Successful candidates will also be accorded with XLRI Alumni status.

PROGRAMME FEE, INSTALMENT SCHEDULE & IMPORTANT DATES

Programme Fee	
Particulars	Amount (in ₹ and excluding GST)*
Application Fee	10,000
Total Fee (Exclusive of Application Fee)	2,92,500

*All fees are payable directly to XLRI.

- Post registering successfully, candidates are expected to make an online payment of ₹10,000+GST.
- The amount of ₹10,000 +GST towards the application fee shall not be refunded.

Instalment Schedule						
	Instalment I	Instalment II	Instalment III	Instalment IV	Instalment V	Instalment VI
Instalment Date	At the time of Registration	Within 15 days of result declaration	1 st Jan,2022	1 st Mar, 2022	1 st May, 2022	1 st Jul, 2022
Amount (in ₹)*	10,000	50,000	57,500	70,000	57,500	57,500

*GST will be additional as applicable.

Important Dates	
Application Closure Date	22nd August, 2021
Date of 1 st Instalment	Within 15 days of result declaration
Academic Orientation	7th October, 2021
First Session	21st October, 2021
Programme End Date	October 22 (tentative)

ABOUT THE XAVIER SCHOOL OF MANAGEMENT (XLRI)

One of the oldest management institutes in India, XLRI (Xavier Labour Relations Institute) was founded in 1949 by Fr Quinn Enright, S.J. in the 'steel city' of Jamshedpur.

Over the last six decades, XLRI business college Jamshedpur has grown into a top-ranking business management school of international repute with a wide portfolio of management programmes and research publications. XLRI alumni are spread around the globe and have demonstrated responsible business leadership in their organisations.

Ranked 9th among management schools in India by the National Institutional Ranking Framework (NIRF) in 2020; 4th by Business Today's 'India's Best B-Schools 2016'; 3rd in India by Outlook India's 'Top 100 Management Schools of 2016'; and 84th across the world by CEOWORLD magazine; XLRI boasts of a 100% placement record. XLRI Jamshedpur is an AACSB and AMBA accredited B-school and has also earned accreditation from the National Board of Accreditation (NBA).





About Times TSW

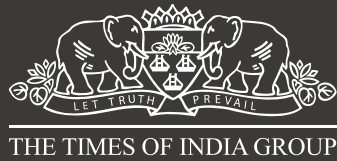
The Second Wind (TSW) is an initiative by Times Professional Learning for working professionals who are keen to hone their skills to add value to their work for a more rewarding career. TSW's passion for excellence and a brief that "Executive Education Empowers" work hand-in-hand with the organisation's aim to impart knowledge to business professionals nationwide.



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About Times Group

The Times of India Group began its operations in 1838 and is India's oldest and largest media house. The Times of India is the world's largest-selling English newspaper with over 5 million copies sold daily.

The Economic Times is the world's 2nd largest English business newspaper, second only to The Wall Street Journal, with over 800,000 copies sold daily.

The Times Group is also India's most diversified media conglomerate with assets across Publishing, Radio, TV, Out of Home (OOH) and Online Media.



TIMES PROFESSIONAL LEARNING

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