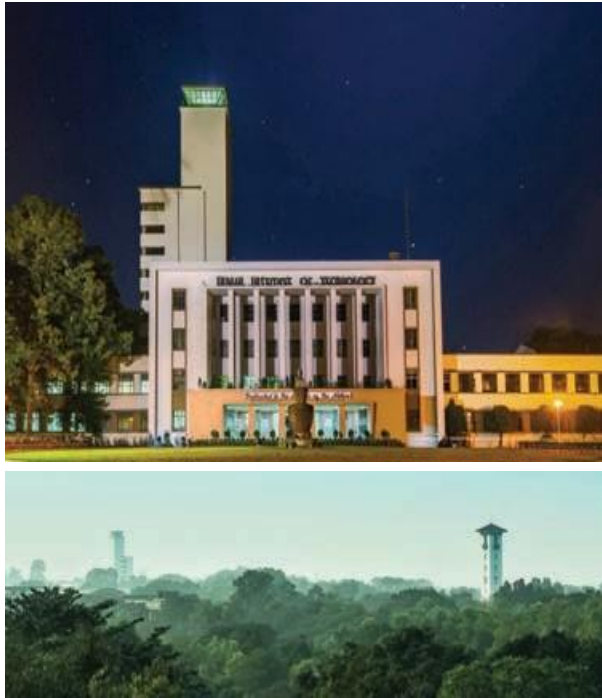


About IIT Kharagpur



The Indian Institute of Technology (IIT) Kharagpur is the oldest, largest and biggest technological institute of India. Kharagpur-a dusty town tucked away in the eastern corner of India, became the nursery where the seed of the IIT system was planted in 1951. The Institute takes pride in its relentless effort to provide the best platform for both education as well as research in the areas of science and technology, infrastructure designs, entrepreneurship, law, management, and medical science, humanities and social sciences, and technology. IITKGP is not just the place to study technology, it is the place where students are taught to dream about the future of technology and beam across disciplines, making differences enough to change the world. IIT Kharagpur is the only technological institute that offers O2 management programme (General MBA by VGSOM and MHRM by Dept of Humanities and Social Science). Being the mother of all IIT, IIT Kharagpur always takes initiative to design, develop and deliver innovative education with contemporary relevance. IIT Kharagpur is well connected with rail, road and air. The nearest Airport is the NSCB International Airport, Kolkata.

Program Features/ Structure

Classroom lectures - 60%

Numerical/ Problem solving, Case study and Activity - 35%

Hands-on work with software and Structure exercises- 15%

Program Fee

Nil for AICTE-QIP sponsored participants

1. For Industry - Rs. 20,000/-
2. For Non-AICTE Faculty - 12000/-
3. For Outside student-10000/-
4. South Asian Countries/low income countries-Rs.15000/-
5. For Developed Countries-USD500 (GST 18% per self-financed/sponsored candidate)

Last day of Registration

15th October 2019

All AICTE-QIP sponsored participants need to deposit Rs 1000/- in form of DD (Refundable) to the Coordinator of the course. DD should be in favour of "CEP-STC-IIT Kharagpur", payable at Kharagpur.

How to Apply

Use the link: <https://erp.iitkgp.ac.in/CEP/courses.htm> to apply ONLINE.



Payment if applicable is to be done ONLINE after getting short listed for the program.

Contact Us

Dr. Rabindra Kumar Pradhan, Principal Co-coordinator, Dept. of HSS, IIT Kharagpur, Kharagpur 721302, WB

Phone: +91-3222-282347; 9434703900

Email: rabi2020@gmail.com

Program Schedule and Venue

1 week, 30th October to 5th November 2019 (9:30AM-5.30PM)

Venue:

IIT Kharagpur

Department of Humanities and Social Sciences

Who will benefit (Eligibility?)

Academicians (Student, Teachers and Researchers), Industry managers, Corporate HR Practitioners, Trainers, Employee counsellors and OD Consultants

Accommodation

Accommodation will be provided to the AICTE-QIP sponsored participants at the campus Guest house. For other participants, the same will be provided on chargeable basis as per rule.



AICTE QIP

QUALITY IMPROVEMENT PROGRAMME

Indian Institute of Technology Kharagpur
2019

Human Resources Management: Emerging Issues and Future Challenges

01 Week

30th October 2019 – 5th November 2019

Introduction / Overview

Contemporary business practitioners believe that HRM is the core issue of organizational survival. It is the only competitive advantage that moves organizations towards excellence. HRM is often quoted as the 'Be All' and 'End All' of an organization. Today HR has taken strategically central role in building a firms' competitive advantage. Particularly in knowledge based industries, success increasingly depends upon "people embodied know-how". This includes the knowledge, skills, and abilities imbedded in an organization's members. To describe the importance of people in organization, some experts name it as "Human Resources" or "Human Capital" or "Intellectual Capital" to indicate the human capabilities that drive organizational performance. Successful organizations are particularly adept at bringing together different kinds of people to achieve a common goal. This is what many organizational experts think as the essence of human resource management. The success of an organization depends upon its strategic planning, developing and managing human resources. The present course is designed to impart knowledge of Human Resource Planning and Management to the participants with the following objectives.

Program Objectives

- ✦ To educate and familiarize the participants with the advanced theories and models of Human resource planning and management
- ✦ To make them update in the latest developments in the field of human resource development and management
- ✦ To train them to be well-versed with the use and applicability of various tools and techniques of HR Audits and its implementations
- ✦ To enrich their knowledge with the experience of both theories and practice of HRP, HRD and HRM with an Indian perspective for nurturing the future manger in academics to meet any challenges of tomorrow's industry / organizations

What you will learn

Program Content

Introduction to Strategic Human Resource Planning

Carrier Planning and Management

Career Advancement and Succession Planning

Recruitment, Selection & Placement Training & Development

Employee Retention Competency Mapping and Feedback

Performance Management System HR Audit

Labour Relations and Work Life Balance

Job Design HR Audit & HR Score Card

Employee Assistance Programme Talent Management

Knowledge Creation & Knowledge Management

Compensation and Benefits Organization Change & Development

International HRM Cross-cultural issues

HR Analytics, Employee Attrition & Talent Mgmt

Leadership in HRM

HRM in VUCA HRM environment

Artificial Intelligence and Block chain in HRM

About the Coordinator

Dr. Rabindra Kumar Pradhan is an Associate Professor in the Department of Humanities and Social Sciences, IIT Kharagpur. He holds a Doctoral degree in Industrial and Organizational Psychology from the Centre of Advanced Studies (CAS), Utkal University, Bhubaneswar, Odisha, India in the field of Management of Change. Dr. Pradhan started his professional career in the year 1997 with "DRDO Senior Research Fellowship for doctoral research (1997-2001). He worked as a Scientist in DIPR, DRDO Delhi from 2002 to 2007. He joined IIT Kharagpur as an Assistant Professor in the year 2007. He has seventeen years of work experience in the field of teaching, training and research. He received the prestigious "Technology Group Award" of DRDO in the Year - 2003 in DIPR, Delhi, the "ARTS Fellowship-2012" jointly awarded by International Union of Psychological Sciences, International Association of Cross-Cultural Psychology, and International Association of Applied Psychology at Stellenbosch University, South Africa. He was conferred as the "Best Trainer Award -2012" for Excellence in Training & HRD by Indian Society for Training and Development, Hyderabad Chapter. He is a **Trained Assessor and Certified Psychologist** by Govt. of India, Min of Defence for Personnel Selection. Dr. Pradhan has conducted large no. of training programmes for industry managers, defence personnel, paramilitary forces, DRDO Scientist and Staff, NGO officials and academic faculties. He is a member of many professional organizations such as ISTD, NHRD Network, IAAP, IACCP, IAHP, and NAOP. Recently he received the "Best Teacher Award- 2013" by ISTD Kolkata Chapter for his outstanding contribution in the field of HR Training and Development. Dr. Pradhan has published more than 100 publications in national and international journals, books and edited volumes. He has artificial Intelligence, Germany, 2012), and iv) Human Resource Management: Emerging Issues and Challenges by Dr. Rabindra Kumar Pradhan & Mr. C K Podder (New Century Publications, New Delhi, 2013).

Faculty: Reputed faculty from IIT, IIM, University, and Industry Experts will deliver lectures in this programme.