

NS3 CAREER: HR



**WELCOME TO
NS3GROUP**

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FOUNDERS



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VISION

“To maximize fresher employability by bridging education with real-world opportunities through innovation and mentorship.”

PROGRAM OVERVIEW : HR



The modern HR professional is the backbone of organizational success. At **NS3EDU**, we bridge the gap between traditional personnel management and modern, data-driven Human Resources. Our **Industry Based Curriculum (IBC)** ensures you master the art of people management alongside the science of workplace analytics.

The NS3EDU Philosophy: "We don't just teach you how to hire; we teach you how to build cultures that sustain growth and innovation."

THE CORE HR CURRICULUM



Module 1: Talent Acquisition & Strategic Hiring

- **The Recruitment Lifecycle:** Sourcing, screening, interviewing, and onboarding.
- **Modern Sourcing:** Mastering **LinkedIn Recruiter**, Boolean searches, and AI-driven ATS (Applicant Tracking Systems).
- **Employer Branding:** How to position a company as a "Great Place to Work."
- **Headhunting:** Techniques for executive search and niche technical hiring.

Module 2: Compensation, Benefits & Payroll

Payroll Management: Practical training on **Statutory Compliances (PF, ESI, PT, TDS)**.

Compensation Structuring: Designing CTC (Cost to Company), Variable Pay, and ESOPs.

Labor Laws: Deep dive into Indian Factories Act, Industrial Disputes Act, and new Labor Codes.

Performance Management: Implementing OKRs (Objectives and Key Results) and 360-degree feedback systems.

Module 3: Strategic HR & Analytics

HR Analytics: Using data to predict employee attrition and measuring "Quality of Hire."

Learning & Development (L&D): Conducting Training Need Analysis (TNA) and designing corporate workshops.

Employee Engagement: Strategies for retention, mental health at work, and diversity, equity, and inclusion (DEI).

HRIS Mastery: Hands-on experience with tools like **GreytHR, Darwinbox, or Zoho People.**

AI & THE FUTURE OF HR

The Tech-Enabled HR Leader

- Generative AI for HR:** Using ChatGPT/Gemini for drafting JD (Job Descriptions), policies, and offer letters.
- AI Interviewing:** Understanding automated video interviews and sentiment analysis.
- Predictive HR:** Using AI to identify high-potential employees (HiPo) before they look for other opportunities.
- HR Automation:** Setting up automated workflows for leave management and exit formalities.

CAREER PATH & PLACEMENT SUCCESS



The "Corporate-Ready" Internship

Our **45-day simulated internship** places you in the heart of our internal HR department at **NS3TechSolutions**. You will:

- 1.Draft Policies:** Create a real-world "Employee Handbook" for a startup.
- 2.Live Sourcing:** Screen real resumes for open technical roles.
- 3.Payroll Run:** Process a simulated monthly payroll for 50+ employees with tax deductions.