

## Post Graduate Programme in Human Resource Management (PGP-HRM)

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**PGP-HRM is a state of the art management programme committed to nurturing a new wave of HR professionals with the potential to deploy cutting edge analytics to deliver value to industry, which today stands at the cusp of an exciting knowledge revolution, hitherto unseen complexity and unparalleled opportunity.**

The Post Graduate Programme in Human Resource Management (PGP-HRM) at IIM Indore is a two-year, full-time, residential programme. The programme commenced from the academic year 2018. The programme aims to groom participants into professional managers with a capacity:

- to integrate human resource and business issues emerging in a dynamic environment
- to apply an understanding of behavioural tenets for harnessing value in organizations and society
- to apply an analytical orientation in creating sustainable and innovative value creation frameworks



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### Mission:

To nurture managers who are able to integrate human resource and business issues by relying on advances in behavioural science, analytics and emerging organizational forms.

### Programme Learning goals:

Learning goals of PGP-HRM are aligned with the mission of the Institute. Specific learning goals of the PGP-HRM programme are as follows. PGP-HRM Programme will:

Goal 1: Develop Critical Thinking Ability

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Goal 2: Ability to work in groups and lead ethically

Goal 3: Develop Competence in Quantitative Analysis

Goal 4: Develop Competencies in Human Resource Management

Goal 5: Shaping Human Relations within Organisations

**Learning and Programme Objectives:**

Learning and programme objectives of PGP-HRM are aligned with the mission of the institute.

PGP-HRM Programme will enable participants to understand the business rationalities that drive human behaviour in organisations. They will be empowered to draw upon psychometric instruments and applied psychological tools in shaping human relations within organisations. Participants will be introduced to techniques through which they can deploy an analytic orientation in understanding human behaviour in organisations and shaping evidence based interventions. They will build practical skills with respect to various HRM functions.

Participants will be sensitised to a deeper understanding of human behaviour in organisations based on philosophy and social theory. They will develop a nuanced understanding of human interactions within organisations by developing a holistic engagement with economic, cultural and social issues. Participants will be empowered in terms of capacities and competencies to intervene in HRM issues spreading across functions in organisations. Eventually participants will develop capabilities to shape human relations inside organisations for creating value.

The PGP-HRM is spread over two years, each year consisting of three terms. The first year of the classes will take place along with PGP participants for most of the courses. The first year is a fundamental anchor of the programme and will provide a context of strong peer learning and appreciation of business issues. The second year will focus on specialized courses and industry projects. The second year of the programme enable the participants to interact closely with industry and business leaders while undertaking industry projects. At the end of the first year, the participant spends eight weeks on a summer project in a business organization, working in the domain of HRM and organizational leadership. The academic year begins in June/July and ends in March/April of the following year.

The curriculum of PGP-HRM has been designed by taking into account feedback from the corporate sector, emerging trends in human resource management and business education, and integrating insights from analytics and behavioural sciences.

*Skill Development Courses*

These included courses on a range of psychometric instruments, analytics and industry projects for building skills for functional areas of HR such as recruitment and selection, compensation, learning and development, and performance evaluation.

*Blending Theory and Practice*

The course will blend theory and practice by integrating industry projects with course work. Participants will be encouraged to apply the behavioural insights, conceptual learning and analytic orientation in these projects. By focusing on building concrete deliverables, participants will be able to connect behavioural insights into the human self with business rationalities.

*IIM Indore offers a distinct programme which helps in building a strong value proposition:*

- First year course work along with PGP participants in Indore to enable participants to acquire strong business rationalities and interact with peers who are training to become general managers
- A strong emphasis on psychometric instruments, behavioural labs and assessment centres to acquaint participants with innovations and best practices in behavioural sciences
- A strong emphasis on analytics to enable participants to connect human resource and business issues in evidence based ways
- A strong emphasis on industry projects so that participants acquire concrete skills and competencies in different functional areas of HR
- Opportunities to delve deeper into social theory and philosophy based premises of HR and other business issues

**Pedagogy**

IIM Indore uses a combination of various teaching methods such as cases, projects, simulations, computer aided instructions, group discussions, lectures, seminars, presentations by participants and lectures by guest speakers from industry and government. The case method is the predominant pedagogical tool. This sharpens the analytical skills of participants and helps analyse problems from multi- functional perspectives. Instructors mainly guide the group, push participants to develop and defend

arguments and take decisions. The programme will also introduce participants to behavioural labs, psychometric instruments and assessment centres.

Structure

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The Post Graduate Programme lasts six trimesters, spread over two years, with a summer project at the end of the first year. This eight-week programme is an opportunity for participants to put their ideas and skills in to work, in established and reputed companies from various sectors.

The first-year participants are given the fundamental knowledge, analytical skills & techniques, contextual understanding, environmental awareness and overall perspective, which will serve as the bedrock for the programme. The areas covered are Marketing, Finance, Human Resource Management, Operations, Economics and Strategy. The first year also introduces participants to psychometric instruments, behavioural labs, analytics and assessment centres.

In the second-year electives give participants a deeper understanding of different functional and thematic domains of HR. The participants are encouraged to select courses in specific domains such as Analytics, Negotiation and Conflict Management, Organisation Development and Change, Talent Management and Competency Based Approaches and Leadership. The emphasis is on the application of knowledge gained, in the form of projects, group exercises and case discussions. Guest lectures and workshops further enrich their learning.

**Note:** For programme related inquiry contact PGPHRM Office at 0731-2439-775/ [pgphrmoffice@iimdr.ac.in](mailto:pgphrmoffice@iimdr.ac.in)

For any enquiries related to Admissions, you may please feel free to contact The Admissions Office

Phone: 0731- 2439686/687, Email: [pgpadmissions@iimdr.ac.in](mailto:pgpadmissions@iimdr.ac.in)

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