

EXECUTIVE DIPLOMA IN HUMAN RESOURCE MANAGEMENT (EDHRM)

For Working Executives



2022-23

XLRI, JAMSHEDPUR

Introduction

XLRI EDHRM addresses the ambitious individuals who wish to acquire expert knowledge in HRM while working without interrupting their career and occupy positions of responsibility in organizations.

This program aims to provide a unique learning experience for the working executives to enhance their professional knowledge and skills essential to playing the HR role effectively within the dynamic and fast-growing corporate world. The program effectively bridges the gap between hardcore industry experiences with conceptual inputs and application skills.

The program is of 16 months duration spread across six terms. The course is designed uniquely to impart conceptual clarity and application competencies to the working professionals with relevant experience to develop a strategic orientation towards HR.

Methodology

This course requires participants to visit campus during the first five terms for ten days each. The sixth term is exclusively devoted to Dissertation.

Program Objectives

- To provide an opportunity to the participants to earn a professional qualification in HR
- To provide the participants with an in-depth understanding of various concepts in HR
- To get tuned to the latest developments and best practices in HR
- To prepare the participants to head the HR function in the operating divisions
- To develop a repository of HR experts who can lead change in the organization.

Program Pedagogy

The stated objectives will be aligned through:

- An intensive program useful from a corporate management viewpoint.
- 51 days of intensive learning at XLRI campus via 5 visits.
- Project-based courses.
- Lecture series.
- Case methods.
- Group work.
- Assignments.
- Dissertation

Program Duration and Design

- This is a 16-months program. There are 15 courses in total.
- There will be Six terms with three courses (each) for the first five terms, and the sixth term is exclusively devoted to Dissertation.
- Each course consists of 12 sessions of 90 minutes. Each course is designed for 100 hours with **18 hours of classroom contact hours** and 82 hours of individual and group input.
- Each course will have 10-12 days contact sessions.
- There will be four sessions per day of 90 minutes each.

Tentative List of courses are as follows:

- Fundamentals of Human Resource Management
- Fundamentals of Industrial Relations and Labour Laws
- Research Methods and Statistics
- Individual and Group Behavior in Organization
- Training and Development
- Human Resource Planning
- Managerial Economics and Finance for HR
- Executive Compensation
- Organizational Structure and Design
- Competency Based HRM
- Managerial Counselling
- Performance Management
- Organizational Change and Development
- Recruitment and Selection
- Strategic Human Resource Management

Dissertation

The Programme incorporates a Dissertation, which will be initiated in the fourth term and completed by the end of sixth term. The participant will choose an area of his/her interest; closely work with the faculty guide.

S/he will identify a problem related to HR. It is suggested that the project is an action research based. The project is equivalent to three courses of a term. It is suggested that the student has an internal guide from their organization for the project. However, the evaluation will be done by the XLRI faculty guide.

Assessment, Evaluation and Certification

The examination and evaluation required for certification shall be carried out by XLRI, Jamshedpur. The faculty members teaching their respective courses will choose the method of evaluation most appropriate to the material. The certificate will be awarded directly by XLRI, Jamshedpur. Each concerned faculty will evaluate the participants. Assessment in all the courses is continuous, varied, and exacting. It emphasizes development of personal and professional competence as well as gaining of business knowledge and skills. After successful completion of all the courses the participants will be awarded an “Executive Diploma in HRM”.

Admission Process

The following criteria would be used for selection:

Eligibility

- Bachelor’s degree (minimum of three years full time study) from a recognized university in any discipline.
- A minimum of 5 years of post-degree full time work experience in managerial positions.

Eligible candidate registered for the Programme will be shortlisted and called for Interview (Personal /Skype). Final selection will be based on the performance of interview.

Student Privileges

XLRI ID - Card: Yes

Alumni Status: Yes

Fees

The fee for the Programme will be Rs. 4.1 lakhs + GST per candidate. This will include tuition fees and other infrastructure necessities as required for an effective academic Programme. The fees would be collected **in 04 installments**. This will not include board and lodging expenses.

Other expenses

Travel, board, and lodging expenses will have to be borne by the participants. Accommodations will be provided in the campus on twin sharing basis.

Programme Commencement

The next batch would commence on **27th January 2022**.(tentative)

Tentative Dates

On Campus

Term I : January 2022

Term II : April 2022

Term III: July 2022

Term IV: October 2022

Term V : January 2022

Term VI : Dissertation (Off Campus)

Submission : February 2023

Graduation: April 2023

**It is mandatory for the students to carry Laptops.*

Contact Details

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XLRI

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