



POST GRADUATE DIPLOMA IN HUMAN RESOURCE MANAGEMENT

2021

BY MADRAS SCHOOL OF SOCIAL WORK
KNOWLEDGE PARTNER: KELSA SOLUTIONS



ABOUT US



— Madras School Of Social Work

Madras School of Social Work (MSSW) established in 1952 is accredited by NAAC with “A” grade and affiliated with the University of Madras. MSSW has grown from strength to be among the top-ranked institutions in the country. It offers courses in intersecting areas of Human Resources, Psychology and Social Work from UG to PhD.

— Kelsa Solutions

Kelsa Solutions is a 11-year old HR and OD consulting firm that has worked with 200+ clients across multiple geographies. Our goal is to help our client organizations convert the potential of their people resources into industry-leading performance by designing appropriate talent systems, processes and policies. We believe that every organization can build a culture excellence recognizing that there are ‘No Shortcuts’ to creating sustainable competitive advantage through people.



ABOUT US

THE COLLABORATION



MSSW and Kelsa are excited to welcome admissions for the fifth batch of the one year Post Graduate Diploma in Human Resource Management (PGDHRM).

The program covers the entire gamut of HRM to prepare line managers and HR Professionals to design, implement and improve people systems and processes. The program provides, apart from academic inputs, practical knowledge, experience and diverse perspectives from industry experts.



ABOUT THE PROGRAM

WE OFFER

- Real-world focus enabling immediate applicability in the workplace
- Post-Graduate Diploma awarded by one of India's top-ranked colleges
- Modular course structure focusing on all areas of HR & OD
- Faculty would be Senior Practicing HR Leaders
- Guest lecture sessions by industry experts for each course
- Placement assistance for self-sponsored candidates will be provided
- Participants would become MSSW alumni and can avail alumni benefits

PEDAGOGY

- We are starting with online classes due to the current pandemic situation
- If the situation improves we will look at a hybrid model with a mix of online classes and on-campus (MSSW, Chennai) classes on Saturdays, case studies, group work, assignments

WHO CAN ENROLL

- Working individuals aspiring to be HR professionals
- Managers desiring to improve their people leadership skills
- Small business owners or office managers who perform the HR function for their company
- HR practitioners who want to upgrade their knowledge on contemporary people practices

ELIGIBILITY CRITERIA

- The applicants should have a bachelor's degree in any discipline from a recognized university with a minimum pass percentage of 50%

CONTEMPORARY CONCEPTS

**APPLICABILITY IN
WORKPLACES
ACROSS INDUSTRY
SECTORS**

**12
MONTHS**

HYBRID WORK ENVIRONMENT



ABOUT THE PROGRAM

COURSE OVERVIEW



**Human
Behaviour in
Organizations**

**Managerial
Communication**

**Organization
Structure
& Design**

**Strategic
Human
Resource
Management**

**Workforce
Planning
& Staffing**

**Performance
Management**



**Learning &
Competency
Development**

**Legislative
Framework
for Business**

**Total Rewards
Management**

**Industrial
Relations**

**Employee
Experience &
Diversity &
Inclusion**

**HR
Analytics**

CORE COURSES OFFERED



Human Behaviour in Organizations

The course provides a detailed analysis of individual and group behaviour in organizations. It revolves around providing holistic understanding of how human behaviour equips you to manage organizations more effectively and also increase the quality of employee's work life.

Managerial Communication

An examination of the roles of communication networks and strategies in managerial decision making. Emphasis on the role of communication skills in managing change, organizational conflict and corporate culture.

Organization Structure & Design

This course provides and in-depth understanding of the various issues that affect the designing of effective organization structure. This course would enable participants to examine both internal and external factors pertaining to organization structure and their impact.

Strategic Human Resource Management

This course is designed to educate professionals on the relevant aspects of Strategic Human Resource Management. This course will provide insight into various models and structures that are to be understood to guide an organization strategically and the specific role to be played by HR in this field.

CORE COURSES OFFERED



Workforce Planning & Staffing

An overview of Strategic Workforce Planning, covering resource planning and allocation, job evaluation and talent acquisition processes.

Performance Management

This course provides a definitive overview of the philosophy, process detailing the key role that performance management plays in achieving organizational goals and targets, communicating values, monitoring performance and maximizing individual contribution.

Learning & Competency Development

In the context of global competition, organizations are committing more resources to enable employees be on a continuous learning journey irrespective of their level in the organization. The present course is to provide in-depth understanding of the concepts and processes involved in designing and implementing effective L&D strategies in the organization.

Total Rewards Management

This course examines various components of Total Rewards, designing and implementing a rewards strategy that would enable induction, motivation and retention of talent, and internal / external factors that influence the rewards strategy.

CORE COURSES OFFERED



Legislative Framework for Business

This course is designed to educate participants on all aspects of labour legislation applicable to various industry sectors – manufacturing , IT, healthcare etc. The course would also cover the New Labour Codes. It is imperative for all People Managers to have adequate knowledge of employment laws.

Industrial Relations

The Industrial Relations course would enable participants understand the context in and process by which various legislations have to be applied. This course would also have case studies to help participants understand the impact of various legislations on various aspects of business other than HR.

Employee Experience & Diversity & Inclusion

The participants would learn about factors influencing employee experience and how employee experience directly impacts employee engagement and productivity. This course would also have sessions on how to design, implement and sustain an inclusive culture and the impact of diversity & inclusion on organizational performance.

HR Analytics

The course is intended to make participants understand basic statistical techniques, data collection/cleansing /storage process, applicability of HR analytics throughout the HR value chain from manpower planning to exit interviews.

TESTIMONIALS

A FEW WORDS FROM OUR ALUMNI



“I came in with the dream of shifting my career from Software testing to HR. This course has been the perfect blend of all relevant HR areas and is structured in such a way that it will ensure smooth transition for a non-HR professional into the HR field. I can proudly say that this course has made me switch my career to HR in the same organization am associated with.”

-Abhinaya Sridharan, Maveric Systems

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“Last Year, when I was transferred into the HR roles from Tech, I came with the basic understanding of the role that I had to deliver and my idea on HRM being ‘Managing People’. But through this year-long learning I gained from each module, today, I have an overall understanding of various spectrum in HR”

-Padma Lakshmi, Cognizant

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“When I first started the course, I was unsure about my future and the different challenges I was going to face in my work and career. However, the course gave me the support and confidence to grow both personally and professionally. It gave me the motivation to enrich my knowledge, to learn and to keep growing.”

**-Pavithraa Srinivasan,
Scope International**

A FEW WORDS FROM OUR ALUMNI



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“I’ve always wanted to do a course in HR for a long time so when I signed up for course, I took it with the intention of simply exploring the world of HR. But this course has a lot more to give than just learning about various subjects. The course is designed and structured in such a way that we get an in depth knowledge of the core aspects in HR. Most of the faculties are from different industries and have a number of years of work experience- it makes the learning richer and more interesting as the teaching is based on a great combination of knowledge and experience. I got a lot of support from them and by the time I completed the course, it strengthened my interests in HR and gave me a sense of direction in what I wanted to do in the future. This course will be a great step for both aspiring and expert HR professionals.

-Sreekar S, Ernst & Young

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“While people think it is difficult to manage a professional course and balance work life, this course has been well designed to help us manage all of it! Well structured and relatable content with one of the best faculties in the industry makes it even more engaging. Whether it was classroom sessions or virtual during this pandemic, we have been engaged and entertained with live stories and case studies for easier learning, I have thoroughly enjoyed my time with this class!”

- Sandhya P, Capgemini

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“I had come to know regarding the course through my HR Colleagues in the organization. They were referring to as good course for working professionals. And my experience in the course proved that their words are really true. This course is really good covering all important areas in HR that shall support in the career growth of the individual. And also the experience and thoughts being received from the faculties are not only supporting in understanding the subject but also helping in relating it in practical manner with the current experience they share from their work experiences.”

-HariKrishnan K, Vodafone



OUR ALUMNI BACKGROUND

Some of the organizations
from where working
professionals have joined
this course:



OUR LEADERSHIP



Dr. S. Raja Samuel

Principal, Madras School of Social Work



“It is a pleasure to welcome you to the exhaustive and comprehensive PGDHRM course. In these rapidly changing times when established knowledge is being challenged, this contextualized and updated course will give you the right tools to confidently march forward in your career. With a cutting-edge curriculum and expert faculty, this course will offer you the right platform to get ahead and reinvent your career. We look forward to partnering with your growth.”

Mr. K. Sridhar

Managing Director, Kelsa Solutions

“It is with great pleasure that I welcome you to this program. Industry talked about a VUCA world in the past. The recent Covid-19 pandemic has made us realize that what we have experienced so far has only been a small proportion of the challenges that face us in the world of the 2020s. In this context, it is all the more important to understand the basics of human behaviour as well as how people work together in teams, to enable successful outcomes for their organizations. We have updated our course materials to reflect the impact of this “2020s Normal” and we are excited to invite ambitious working executives to take advantage of this vehicle on your journey towards excellence in people management.”



CONTACT US



ADMISSION PROCESS

- Visit www.mssw.in to apply
- Selection process involves online test and a personal interaction via Zoom
- For the academic year 2021-2022, the fee will be INR 1,20,000/- + 18% GST
- Students can make the fee payment in three installments (For T&C, reach out to us)

IMPORTANT DATES

Last date to Apply
15 June, 2021

Course Start Date
01 July, 2021



CONTACT DETAILS

- Call us: +918754488361 / +916369050532
- Write to us: pgdhrm@mssw.in
- Web : www.mssw.in