



# EDPHRD

**Program Duration:** 6 Months

**Program Schedule:** Thursday 6:45 PM – 9:45 PM

### Selection Criteria

- Retail Applications + credentials and Corporate Nominations from Multiple Corporate
- Applicants will be selected based on their profile & work exposure

### Program Fees (in INR):

Application Fee	2,000/-
Program Fee	75,000/- + S.Tax

Note: Taxes will be additional as applicable. Any variation in the service tax rate of 15% shall be to student account.

### Instalment Schedule

	I	II
Amount (INR)	42,000/- + S.Tax	35,000/- + S.Tax

### Program Director



**Prof. M Srimannarayana** is a Gold medalist in M.A (IR & PM). After working in the corporate sector for one year, he took an academic assignment. He was a Professor in Maharishi Institute of Management, Hyderabad prior to joining XLRI. His Doctoral work is on training and development. He has presented papers in various national and international conferences. His areas of interest include human resource development, learning and development and staffing.

### Important Dates

**Application Closure Date:** 31st Jan, 2017 | **Last Date of 1st Instalment:** 2nd Feb, 2017  
**Orientation and Briefing:** 7th Feb, 2017 | **Class Start Date:** TBD



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Executive Development Program in

# Human Resource Development

Batch-3





## About XLRI

**Xavier School of Management**, widely known as XLRI was founded in 1949 by Fr. Quinn Enright in the Steel City of Jamshedpur. Fr. Enright visualized XLRI to be a partner in the liberation and development journey of independent India with a vision of "renewing the face of the Earth". Fr. Bill Tome joined hands with him to bring that vision to fruition. Both, together with the other Jesuit companions, worked tirelessly towards translating the Vision "Renewing the face of the earth" into action.

Over the last few decades, XLRI Jamshedpur has contributed its best to the professional growth and management of innumerable institutions that serve the public especially organized industry, labour, service agencies engaged in rural development, education, health and other public systems. Besides the focus on developing managerial competence among the pupils through acquisition of specialized knowledge and skills, the Institute emphasizes the importance of developing a sense of social justice with right attitudes and values of discipline, dedication and commitment among all its members.

XLRI spares no effort to make its curriculum world class and deliver it in the most effective manner. It constantly scans the developments in business and in society and tries to proact to meet the challenges. Its world-class faculty with its commitment and deep sense of service delivers the curriculum very effectively. They are also deeply involved in research and consultancy. Their involvement in industry makes their teaching very relevant and current. XLRI VIL programs have helped thousands of junior, middle and senior executives across the length and breadth of the country to update their knowledge & their skills to climb the career ladder.

These multiple programs aim to serve many sections of society and many areas of management.

## About Hughes



Hughes Global Education, is a premier interactive onsite learning through satellite based education and training service initiate by Hughes, for corporate and working professionals/ Students. It has live, interactive, real-time, two way video, voice and data classes, and spread across 85+ classrooms in 50+ cities. Hughes Global Education platform has redefined the next generation of education i.e. real-time Interactive Onsite Learning (IOL). First of its kind in the country, started in 2001, this platform seamlessly integrates the strengths of the traditional method of education – classroom teaching – with the latest in technology.

## Key Benefits

- ▶ Added advantage of theoretical and practical aspects from renowned faculty
- ▶ Benefits of Traditional Brick & Mortar Model (through Hughes, pioneers of 'Class Apart' learning methodology)

The dynamic global economy demands constant changes in organizations to cope with the changes taking place across the globe. Organizations continuously make attempts to develop employees to cope with the changes because changes in employee skills, and abilities and attitudes are critical for organizational success. Organizations establish human resource development (HRD) departments and initiative various HRD activities to enhance their employed competencies and commitment.

In this background, this programme aims at providing basic knowledge and better understanding of HRD theory and practices for HR/HRD professionals and line managers who are associated with HRD activities in their respective organizations.

## Program USP

- ▶ Recognized certification coming from a reputed institute like XLRI
- ▶ XLRI is among the top 10 Indian B-schools & a pioneer in starting the program of this kind not only in India but in Asia-Pacific. Course content and structure designed entirely by XLRI
- ▶ One of the most rigorous and quality online programs in the country in management
- ▶ Specifically designed for working executives with all the flexibility benefits of Interactive Onsite Learning.
- ▶ Lectures imparted by eminent faculty from XLRI and Industry experts.
- ▶ Virtual Live program with real time experience.
- ▶ In case of absenteeism. Student can request for an archive of the session.
- ▶ Seamless technology that can transmit lecture videos effectively at high speed home broadband connection.
- ▶ No complicated hardware or software installations required.

## Eligibility

- ▶ Applicants should be working professionals/self-employed.
- ▶ Graduates (10+2+3), Diploma holders (10+2+3) in any discipline
- ▶ Minimum 1 year of work experience, full time paid employment post completion of Diploma / Graduation as on application closure date.

## Course Content

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| <ul style="list-style-type: none"> <li>• HRM and HRD</li> <li>• HRD and Line managers</li> <li>• Integrated HRD system</li> <li>• Strategic HRD</li> <li>• HRD Professionals: Competencies and roles</li> <li>• HRD through Learning and development</li> <li>• Assessing Learning Needs</li> <li>• Designing training and development programs</li> </ul> | <ul style="list-style-type: none"> <li>• Learning styles</li> <li>• Learning environment</li> <li>• Measuring training effectiveness</li> <li>• ROI process model</li> <li>• Performance management</li> <li>• HRD through performance coaching and counselling</li> <li>• HRD through career planning and development.</li> <li>• Building healthy culture in organization</li> </ul> |
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## Pedagogy

- ▶ The primary method of instruction will be through LIVE lectures that will be beamed online via internet to student desktops/laptops. The lectures will be delivered by eminent faculty from XLRI.
- ▶ All participants will also be granted 24X7 access to XLRI's AIS comprising of learning aids, study materials, reference materials, assessments, case studies and assignments etc. as per the requirement of the programme. Students can chat real time with the professors during the live class and also connect with HGEIL program manager related to their queries offline on the AIS.
- ▶ The pedagogy will be highly interactive. It will leverage use of technology. It will consist of a judicious blend of lectures, real life case studies, quizzes and assignments