



AHRD Certified Human Resource Manager

(AHRD-CHRM)

Foundation Level certificate course



Introduction:

In the era of artificial intelligence, augmented techno-human interventions and risen complexities the one thing which is constant is “the human” controlling all of these processes. It indicates that the human who works for us is a precious resource and the human who handles them is even more precious for an organisation. “Human possibility”, “Human resource”, “Talent Pool”, “Human Capital” and “Work force” all require a specialised science and art to be managed, developed and nurtured. The Deloitte HR Trends report 2019 also states that the entire focus is now on converting employee experience to human experience and bringing back the meaning to work. The unique course by AHRD has been designed keeping in mind the skills required for a graduate level entrant in the professional field and planning a career in human resource management.

About the program:

The three month certificate program will provide a holistic development for you to operate as Human Resource Manager. It’s a foundation level course which equips you with the HR universe and imparts understanding of Human resource functions, organisational behaviour, role of human resource development, HR analytics, managing employee relations and using HRD interventions for overall development as HR professional.

Why AHRD?

Academy of Human Resources Development (AHRD) is India’s premier institution specializing in human resources development for all organizational forms. Academy was founded in 1990 by National HRD Network with the active support of some of the professors of Indian Institute of Management, Ahmedabad, including Dr.T.V. Rao, Dr.Udai Pareek, Dr. D. M. Pestonjee and a number of HRD professionals and people-management oriented corporations. It was later registered as a trust and society.

Over the years, the Academy has launched and nurtured a number of activities and programs in pursuance of the objective of knowledge generation and dissemination and capacity building for making HRD a vital part of a comprehensive management strategy. This objective has assumed

tremendous importance in the context of competitive challenges facing industry and the opportunities that globalization has opened up. Academy's activities, consist of running high quality HRD related academic and management development programs, conferences, seminars and conclaves, research and publication, collaborative diploma programs and consultancy and provides services for the NGO Sector.

Pre-Course Work:

Understanding Self- Psychometric Testing, individual analysis, Goal setting, counselling and Mentoring

Modules to be covered during the program:

1. **Overview to Management Functions and HR function-** HR Function as a strategic alliance to business goal accomplishment.
2. **Organisational Behaviour-** Understanding self-people and Organizations, their structures and designs and impact on human and organisational behaviour,
3. **Organisational Behaviour II -** Leadership and Team Building, Leading, managing and motivating teams
4. **Human Resource management functions-** Managing employee life cycle-Entry to Exit
5. **Human Resource Development - I** Managing and Developing Human potential by competency management, motivation and engagement
6. **Human Resource Development- II** Designing Career Management Systems and building culture, developing team building and leadership skills
7. **HR Analytics-** Usage, applications and implications
8. **Employee and Management relations-** Understanding Stakeholder perspective and managing employee relations, labour unions and management,
9. **Compensation Management-** Designing salary packages, rewards and incentives
10. **HRD & OD Interventions -**Competency mapping, 360DF, assessment centres and change management

Eligibility: Graduates or Diploma Holders from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline with 60% marks. Proficiency in English, spoken & written, is desirable.

Duration: Three months (15 sessions to be held every Friday 4.00-6.00 pm)

Pedagogy: The pedagogy will comprise of lectures and case discussions imparted by AHRD faculty and HR experts. Select industry experts would also be included to provide practical insights. Concepts will be explained using real life and industry relevant examples. All participants will also be granted 24X7 access learning aids, study materials, reference materials, assessments, case studies and assignments etc. as per the requirement of the course.

Course Fees: INR 35,000/+ GST @ 18%

Certification: AHRD certification will be awarded based on knowledge test, project work, attendance and assignments.