

Human Resource

HR Specialization offered by the Institute of Management, primarily focuses on managing people, the Human Resource of the organization. It aims to equip students with the knowledge and skills required for managing HR in a way that contributes to the development of individuals and organizations.

The major thrust areas are Training & Development, Performance Management, Employee counseling, Labor laws, HR Analytics, Compensation Management, Organization change and Development, Leadership and International HRM. These topics are in pace with the ever growing body of knowledge in management education with special emphasis towards the human side of enterprise.

It provides students with the knowledge to recruit, select, train, evaluate and compensate employees. Above all, it teaches them how to be business partners, employee champions and change agents. It also ensures HR knowledge and skills gained is complemented by right beliefs and attitudes, which in turn will make them great people managers. In short, the specialization endeavors to transform students to effective HR Professionals.

HR is one area where substantial research has taken place. The changing dynamics of the workplace offers huge opportunities to a researcher to generate new knowledge. All HR students are exposed to the past and current research in the field so that the learning's can be applied by them in real life scenarios that they would face. A large number of students carry out research as part of their Master Thesis.

Students learn HR skills by analyzing business cases and by participating in experimental exercises. To meet these objectives a variety of teaching methodologies such as case studies, role plays, problem solving exercises, group discussions, computer simulation games are an integral part of academics in the specialization.

Several add on workshops are offered to the students of HR specialization. NLP, Transactional Analysis, Competency Mapping workshop, SPSS and Advanced Excel workshops are some on them. These certifications help in developing the skills of the students to complement the conceptual knowledge that they possess.

Summer internship offers a real life experience to the students where for a period of two months they undertake projects in the Industry. This internship provides an opportunity to apply the tools and techniques that the students have learnt. The learning during internship nicely augments class room learning. Students of the HR specialization qualify for managerial positions in Human Resource Management, Personnel Management, Industrial Relations and other related areas. The alumni are today occupying senior level HR positions in Private and Public sector organizations and in multinational companies in India and Abroad.

In short, the HR Specialization aims to transform a HR student to a 'Holistic sensitive and People Sensitive HR Professional'.