

# Staff development Programme on Recent Advances in Human Resource Management

Organized by Department of Humanities and Social Sciences, IIT Kharagpur

Certification from  
**Continuing Education Cell,  
Indian Institute of Technology  
Kharagpur**

The short term course **on Recent Advances in Human Resource Management** is a practical and Interactive Workshop aimed to develop an understanding of latest concepts in HRM like Competency Mapping & Development, Knowledge management, Intellectual capital management, HR Audit and Accounting and the Performance Management System that will help Faculty and parishioners of HR to implement it effectively in their organizations.

**The course is fully sponsored by MHRD/AICTE under the staff development programme. It does not require a Course fee to be paid by the participants. It is open for teachers of Engineering or Management Institutions or the Management departments of an Engineering Institution approved by AICTE.**

The form needs to be filled by the participant and endorsed by HOD or similar supervising authority. A hard-copy filled-in form is necessary before the participant joins the course; however, because of shortage of time, an advance copy as an attachment to the e-mail address of the Coordinator can be sent.

This programme will develop knowledge in the areas of Competency Mapping, Competency Development, KM, Learning organization, intellectual capital management, coaching, mentoring and counseling skills and the Performance Management System. It will train faculty and professional on how to enhance their knowledge and skill using recognized tools. Workshop focuses on various Tools, cases, simulated exercises Like Balanced Score Card, Performance Analysis Tools etc.

## Course Design

Managing and developing human resources is critical to any organization's performance. Most organizations assert that human resource is the most valuable asset as it can provide them sustainable competitive advantage. This course offers practical hands on approach to develop human resources, conveying concepts through a combination of theory, cases, examples, and skill building exercises. It will provide a comprehensive review and understanding of latest trends in HRD that can better equip managers to effectively develop human resources.

## Programme Outline

1. Strategic HRM: Systems and challenges
2. Performance management systems
3. Knowledge management and learning organizations
4. Talent management
5. Management of intellectual capital
6. Coaching and mentoring
7. Employee counselling
8. Potential appraisal and career development
9. Competency mapping
10. Interpersonal communication & Negotiation Techniques
11. HR Accounting and Audit
12. HR Score card

## Schedule

Duration	Location	Course Date	Timings	Venue
6 Days	IIT Kharagpur	22 March - 27 March, 2010	9.30 – 5.30 Pm	Dept. of HSS IIT Kharagpur

The last date for submitting the form electronically/FAX/by post is **15<sup>th</sup> March 2010**. Applications received after that will not be entertained.

## Participation Fees

Participants from industry and other non AICTE Institutions will pay course fee of 7500/- per person. They should send the DRAFT in favor of CEP-IIT KHARAGPUR to the undersigned along with the application form.

## Coordinator

All communications should be addressed to

**Prof. K B L Srivastava**

Coordinator

SDP on Recent Advances in Human Resource Management

Dept of HSS, IIT Kharagpur, W.B. Pin: 721 302.

Tel: 03222-283624 (o), 03222-283625 (R), Fax:03222-255303/282270

Email: [kbls@hss.iitkgp.ernet.in](mailto:kbls@hss.iitkgp.ernet.in); [kailashblsrivastava@gmail.com](mailto:kailashblsrivastava@gmail.com)

**Application Form**

**AICTE sponsored staff development programme on**

**Recent Advances in Human Resource Management**

**22 March to March 27, 2010**

**IIT KHARAGPUR**

1. Name:
2. Designation:
3. Name of the Institution/ Organization:
4. Address for communication:
5. Highest academic qualification:
6. Phone No:
7. Fax No
8. Email:
9. Details about the Demand Draft: (for industry. Non AICTE Participants)

<b>Bank name, Draft number &amp; Date</b>	<b>Amount (In Rupees)</b>

Date:

Signature of Applicant

**Approval for QIP candidates/Sponsorship**

We approve the above applicant as a QIP candidate/ sponsor the above applicant for the short-term course on "Recent Trends in Human Resource Development from 22nd March to 27<sup>th</sup> March 2010 at IIT Kharagpur.

Date:

**Signature and seal of Approving/sponsoring  
Authority**