



IIM LUCKNOW

STAY IN STEP FOR THE **EVOLVING** WORLD OF HRM.

**JOIN THE ADVANCED PROGRAM IN HUMAN RESOURCE MANAGEMENT
FROM IIM LUCKNOW (BATCH 03)**

Get cutting-edge knowledge and learn from one of the most premier institutes in India. Also, learn the contemporary practices and understand cross-cultural issues in the world of HRM.

Eligibility: Working professionals who are graduates/post-graduates in any discipline, with a minimum work experience of 2 years

Course Duration: 1 year

ADVANCED PROGRAM IN HUMAN RESOURCE MANAGEMENT (APHRM), BATCH - 03

PROGRAM CONTEXT

- Provides cutting-edge knowledge in the area of Human Resource Management
- Covers contemporary HR practices and cross-cultural issues

WHO SHOULD ATTEND?

- Professionals in the area of human resources, training and development activities and those supporting organisational behaviour
- Those who have been running/heading any business/profit centre and are actively engaged in managing human resources

ABOUT IIM LUCKNOW

- Indian Institute of Management Lucknow was set up by the Government of India in 1984
- IIM Lucknow's mission is to be a global, socially conscious and an integrated management school
- IIM Lucknow was the first IIM to start an additional campus in the country
- The distinctive positioning of Noida campus as a leader in executive education is being accomplished through long-term executive education programs

PEDAGOGY

Each program will be taught with the help of case studies, corporate examples and general discussions

PROGRAM DESIGN AND DURATION

- Duration: 1 year
- Frequency: Once a week
- Class Schedule: Tuesdays, 6.30 P.M. to 9.30 P.M.
- Delivery: Through classes at NIIT Imperia Centre for Advanced Learning in your city*, using Synchronous Learning Technology Platform
- In addition, there will be a mandatory 3-day campus module at IIM Lucknow Noida campus at the beginning of the program

PROGRAM STRUCTURE AND CONTENTS

(Applicants are advised to go through the detailed program content at www.bit.ly/APHRM03dpc)

TERM 1:

- Journey to the program
- Management Thought – Historical Perspective
- HR as a strategic Business Partner
- Evolution of HR and Future Directions - Global Context
- Diversity and Cross Cultural Management
- Understanding Organisations (including Organisation Design and Leadership)
- Strategic Staffing

- Training and Development
- Talent Management
- Developing Competencies
- Performance Management
 - Goal/KRA setting
 - Performance Feedback and Counseling

TERM 2:

- Coaching and Mentoring
- Development Centre
- Psychometrics and Multi-Rater Feedback
- Compensation Management
- Persuasion Skills
- Employee Engagement
- Industrial Relations
- Research Methods for HR Managers
- HR Analytics and Measurement
- International HRM (Managing People in Global Markets)
- HR in Mergers and Acquisition
- Customer Oriented Service Culture
- HR Audit

PROGRAM FACULTY

Program Director: Senior faculty from IIM Lucknow.

Senior faculty from IIM Lucknow will conduct this Program. Profiles of the faculty are available on www.iiml.ac.in

EVALUATION

- Evaluation by: IIM Lucknow
- Evaluation Structure: Mid and end term examination

The final decision on evaluation methods rests with the course faculty and may change without prior intimation. Based on the performance in the exams, participants are awarded grades (excellent, good, average, below average). Participants also have to meet the requisite attendance to be eligible for the certification

CERTIFICATION

Participants with more than 50% in the overall assessments will be awarded 'Certificate of Successful Completion' and with below 50% will receive 'Certification of Participation'

Certificates will be issued directly by IIM Lucknow.

ELIGIBILITY CRITERIA AND SELECTION PROCESS

- Applicants should be working professionals/self-employed (need to submit supporting proof)
- Minimum 2 years of work experience post completion of graduation is required as on March 1, 2015



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Eligible applicants will be selected on the basis of their performance in the Program Aptitude Test (PAT) to be conducted by NIIT Imperia, together with the assessment of background and motivation (Statement of Purpose-Annexure I of the Application Form) based on the application form submitted.

Selected applicants need to resubmit the latest proof of current employment at the time of registration.

FEE AND PAYMENT SCHEDULE

- Program fees: ₹1,43,000/- + 12.36% Service Tax = ₹1,60,675/-
- The fee above is inclusive of all academic charges, examinations, textbooks and study material
- All fees are non-refundable. Fees can be paid by cash, or cheque/demand draft drawn in favor of 'NIIT Ltd. Imperia Collection A/c'
- A deferred payment facility exists with the following schedule:
 - With Application*: ₹11,236/-
 - On Registration (April 2015): ₹53,034/-
 - Installment 1 (June 2015): ₹32,135/-
 - Installment 2 (August 2015): ₹32,135/-
 - Installment 3 (October 2015): ₹32,135/-

(Participants need to submit the PDCs towards future Installments as per the due dates at the time of registration).

A mandatory Campus Module fee is to be paid before every campus visit. This amount includes boarding and lodging expenses. Travel arrangements (including travel expenses) for the campus visit have to be made by the participants themselves.

- Campus Installment to be paid vide DD drawn in favour of 'Indian Institute of Management Lucknow' payable at Noida
- Campus Installment (May 2015-tentative): ₹20,250/- (₹6,750/- per day)

*Initial payment will be refunded completely if the applicant is not selected for the program by the institute. This does not include the application amount of ₹1,124/-

Initial payment will not be refunded in case of any/all of the following conditions:

- a) The application is found to be incomplete or inaccurate at any stage of scrutiny (appearing in PAT does not confirm application acceptance/clearance of scrutiny)
- b) The applicant is offered a seat for the program and does not join before the date mentioned in the offer letter

It is the responsibility of the applicant to ensure that the application is complete in all respects.

The offer letter is for a specific batch of a program. Neither the offer for admission nor the initial amount is transferable to any other program or batch.

BANK LOAN FACILITY

Program fee can be availed as Customised Education Loan from leading banks to enable the participants to spread the repayment

over a period of 36 months. However, the eligibility of the applicant for bank loan and the loan amount will be as per the concerned bank norms.

Neither NIIT Imperia nor the Institute will be held responsible for any delay in disbursement of the bank loan.

HOW TO APPLY

- Visit www.niitimperia.com to fill the application form online
- Application forms can be obtained from local NIIT Imperia Centres or downloaded from www.niitimperia.com

Application fee of ₹1,124/- and initial amount of ₹11,236/- is payable at the time of application submission.

APPLICATION FORECLOSURE CLAUSE

Please be aware that seats are limited at every location for this program. Therefore:

1. Applications can be foreclosed any time (at all or some select locations) without any prior notice
2. Applicants are advised to apply as early as possible to avoid rejection of application form

Batch Start Date^{##}: On or after May 2015

Please refer www.niitimperia.com for important dates, admission specific information and for details on other academic processes and student facilities at NIIT Imperia. Some of the facilities provided by NIIT Imperia are governed by the Institute Regulations and terms & conditions apply.

^{##}Exact date to be notified. Batch start date may be subject to change by the Institute.

IMPORTANT POINTS

- The batch start date shared above is tentative and is subject to selection of threshold number of candidates in the aptitude test
- All fees are non-refundable; however if the program start is delayed for more than 3 months, the applicant is eligible to apply for a refund
- NIIT Imperia controls the extension or foreclosure of the admissions for the program subject to seat availability in the study centres
- Campus module dates and fee to be confirmed during orientation class
- Initial payment will be refunded completely if the applicant is not selected for the program by the institute. This does not include the application amount of ₹1,124/-
- IIM Lucknow doesn't provide any placement assistance to the participants of the program. Participants who successfully complete the program will be awarded IIM Lucknow-MDP alumni status

For more details, please visit www.niitimperia.com

Call: 1800 266 0304 or Email: imperia@niit.com

NIIT IMPERIA Centres:

North: **Delhi/NCR:** South Ex, Gurgaon, Dwarka, Noida, Greater Noida, Pitampura, Faridabad, Preet Vihar, Janakpuri, Connaught Place, Rajouri Garden, Ghaziabad; **Allahabad; Jaipur; Dehradun; Kanpur; Lucknow; Chandigarh; Varanasi**

South: **Bengaluru:** Jayanagar, Yelahanka, Bommanahalli, Malleshwaram, Koramangala; **Chennai:** Sholinganallur, Adyar, Anna Nagar, Nungambakkam; **Hyderabad:** MehdiPatnum, Secunderabad, Basheerbagh, Habsiguda, Kukatpalli; **Coimbatore; Nagpur; Mysore; Mangalore; Trivandrum**

West: **Ahmedabad; Indore; Bhopal; Vadodara; Mumbai:** B K C, Borivali, Andheri West, Ghatkopar, Thane, Kalyan, Vashi, Vikhroli; **Pune:** Deccan, Hadapsar, Kothrud

East: **Kolkata; Bhubaneshwar; Guwahati**

To attend information session for the program, register at www.bit.ly/APHRM03concall

Download detailed program contents at www.bit.ly/APHRM03dpc

For complete addresses and contact numbers, visit www.niitimperia.com.

