

(026-C&M-03-03) MBA- HUMAN CAPITAL MANAGEMENT

Significance of the program

An MBA in Human Capital Management is significant for its role in shaping strategic, people-focused leaders who can inspire the corporate world. This program is committed to nurturing a new wave of HR professionals equipped with the potential to deploy cutting edge analytics to deliver value to industry which is today poised for an exciting knowledge revolution, hitherto unseen complexity and unparalleled opportunity. It helps in developing professionals who understand the critical link between human capital and business performance. It aims at creating transformational leaders who can bring a change in the present world. By focusing on building concrete deliverables, participants will be able to connect behavioral insights into the human self with business rationalities.

Career Options

- Human Resources Manager/Director:
- Talent Acquisition Manager/Director:
- HR Consultant:
- Diversity and Inclusion Manager:
- Workforce Analytics Specialist
- HR Technology Specialist:

Program Objectives

- To provide students with a comprehensive understanding of the principles and practices of Human Capital Management.
- To develop critical thinking ability.
- To build ability to work in groups and lead ethically.
- To develop competencies in quantitative analysis of human resources.
- To prepare professionals with emotional skills to balance organizations.
- To develop students into transformational leaders who can inspire people around them.
- Shaping human relations within organizations.

Outcomes of the Program

- Apply the principles and practices of Human Capital Management for organizational effectiveness.

- Acquire an understanding of real-world challenges in HRM and the ability to tackle them.
- Gain insights on the multi-dimensional aspects of HR and their applications to effectively manage a complex workforce
- Develop a data-driven approach to improve business productivity and performance.
- empowered in terms of capacities and competencies to intervene in HRM issues spreading across functions
- Competent to design and implement appropriate HR strategies for talent management.
- Develop a data-driven approach to improve business productivity and performance.

Major Course Outline:

1. Cross Cultural Management
2. Managing Millennials and Multigenerational workforce
3. Managing Diversity at workplace
4. Understanding Behavioural Dynamics in Organizations
5. Human Resource Analytics
6. Emotional Intelligence
7. Human Resource Information System
8. Competency Frameworks, Assessment and Development
9. Employer branding
10. Green HR Practices