



सिद्धिमूलं प्रबन्धनम्
भा. प्र. सं. इन्दौर
IIM INDORE



PLACEMENT BROCHURE 2020-21

Post Graduate Programme

In Human Resource Management (PGP-HRM)

INDIAN INSTITUTE OF MANAGEMENT INDORE

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About IIM Indore

IIM Indore seeks to be a contextually-relevant business school with world-class academic standards that develops socially-conscious managers, leaders and entrepreneurs. IIM Indore is committed to excellence in management education, research, and training, Use of contemporary participant-centric pedagogies and teaching methods, presence in emerging segments of management education. Established in 1996, IIM Indore is sixth in the family of state-supported management schools. Since its inception, IIM Indore has been acting as a leader in the field of management education, interfacing with the industry, government sector and PSUs. It has been ranked 5th in the NIRF 2019 rankings and has received the prestigious Triple Crown accreditation.



About PGP-HRM

The PGP-HRM program at IIM Indore, is the first of its kind in the Institute which is well known for being a pioneer of innovative programs. Conducted over a period of 2 years consisting of 6 terms, it provides exposure to both academic as well as industry facets of Human Resources. The PGP-HRM program's second batch is a diverse mix of enthusiastic participants who are keen to take up challenges as future HR Managers.

The PGP-HRM curriculum has been designed keeping in mind the latest trends in Human Resources. This course aims to equip the students with the understanding of business rationalities that drive human behavior in divergent organizations.

Course Structure

The First Year

The first year of the program will provide the participants with a holistic view of Business Management. The participants will study all the domains of management including Finance, Marketing and Operations serving as the foundation on which further courses are based.

To equip the students for a specialized understanding in HR which will help them during their summer internship, they are also exposed to several courses like Industrial Relations, Research methodologies, R, Neuroscience among others. Adoption of case-based teaching pedagogy ensures that the participants engage in healthy debates and discussions over the duration of the course.

As they undertake all the business courses jointly with PGP participants, they will have a strong understanding of business rationalities and how HR plays a strong role in creating business value.

Specialised Courses for PGP-HRM

- | | |
|---|--|
| 1 | Introduction to Social Science Research |
| 2 | Industrial Relations |
| 3 | Managing Millennials & Multigenerational Workforce |
| 4 | Understanding Behavioural Dynamics in Organizations: A Neuroscience Approach |
| 5 | Introduction to Psychometric Instruments |
| 6 | Methods for Industrial and Organizational Psychology using R |
| 7 | Social Network Analysis |
| 8 | Experimental Methods in Organizational Behaviour |
| 9 | Qualitative Methods |



Course Structure

The Second Year

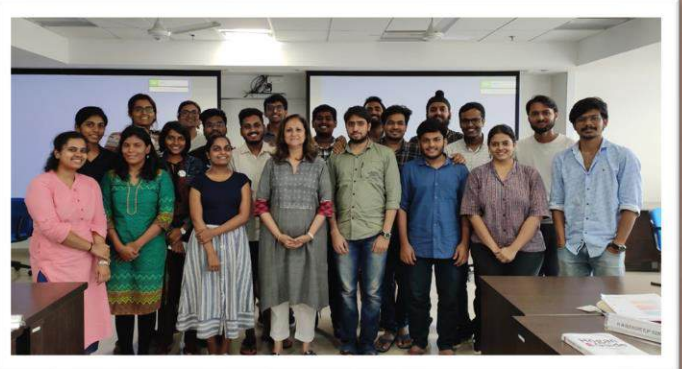
During the second year, the participants will be introduced to the finer nuances of the Human Resource domain. The participants will study a plethora of specialized courses by the best academicians as well as industry experts. A wide variety of topics are covered like Talent Acquisition, Reward Management, Collective Bargaining and Labor Laws.

The students will study existing and new-age techniques in HR by taking up advanced electives like AI in HRM, Data Visualization and Advanced Analytics. To groom them for workplace practices, the students will undergo rigorous training in Hogan Psychometric Instrument, Design Thinking, SHRM HRBP Certification, etc.

In the form of electives, they will have a comprehensive understanding of functional areas of HR aided by analytical tools and certifications.

Specialised Courses for PGP-HRM

1	T-Group Human Relations Lab
2	Hogan Psychometric Certification
3	Design Thinking for HR
4	SHRM - HRBP Certification
5	Data Visualization
6	Artificial Intelligence in Human Resource Management
7	Positive Psychology and Effective Workplaces
8	Advanced People Analytics
9	Foundations of Emotional and Social Intelligence
10	International HRM



Message from the Director

Since its inception in 1996, the Indian Institute of Management Indore (IIM Indore) has been aiming to groom socially conscious leaders, managers and entrepreneurs—who contribute not just to the society, but to the planet as well. IIM Indore is committed to excellence in management education, research, and training; use of contemporary participant-centric pedagogies and teaching methods, and establishing a presence in the



emerging segments of management education. Achieving the “Triple Crown” accreditation of AMBA, AACSB, and EQUIS bears testimony to the rigour of our programs and processes

The introduction of the Post Graduate Programme in Human Resource Management is an affirmation of IIM Indore's commitment to meet the ever-changing needs of the industry. This programme is designed in partnership with the industry and taught by the best in class faculty of IIM Indore so that the participants get exposed to a conceptually sound yet contemporary curriculum. It aims to develop humane and thoughtful leaders for the industry and the society by integrating ethics and social consciousness with relevant business skills. We have specifically designed integrated core courses related to strategic human resource management to help the students understand the strategic nuances of HRM.

We are delighted that the country's top companies and MNC's have shown confidence in our students and provided the opportunities for their career development. In the years ahead, we shall continue to deepen our involvement with industry and ensure we continue to develop socially responsible leaders.

On behalf of the entire IIM Indore community, I would like to thank all our recruitment partners for their continuous support and for recognizing IIM Indore as a preferred campus for recruitment.

-Prof. Himanshu Rai
Director, IIM Indore

Message from the Chair

Business environment has been changing rapidly globally. To fulfil the unmet need of HR managers who are ready to respond effectively to those changes, Indian Institute of Management Indore launched the two-year full-time residential post graduate programme in human resource management in 2018. The design of the programme based on a vigorous debate among the industry leaders from public and private sector and



organizations and faculty members, incorporating emerging trends in human resource management and business education, and integrating insights from analytics and behavioural sciences, is quite unique in the country. Students of this programme have a good understanding of the business rationalities that drive human behaviour in organizations and techniques through which they can deploy an analytic orientation in understanding human behaviour in organizations and shaping evidence-based interventions. They are empowered to draw upon psychometric instruments and applied psychological tools in shaping human relations within organizations. They are now ready to integrate their conceptual learnings with the world of practice to emerge as grounded and immersed professionals who can understand how they can continue to learn in ways which blend advances in theory with state of the art practice. I invite your collaboration and support in hiring a new wave of HR professionals who are analytically skilled, have a strong understanding of business rationalities, are rooted in an empathetic understanding of the human condition in organisations, while retaining a grounded understanding of labour regulations and a proactive industrial relations approach. As Chairperson of the programme, I am more than convinced that graduates of the PGP-HRM will add tremendous value to the organizations that they choose to go to and contribute for the development of the nation.

**-Prof. Nobin Thomas
Chair, PGP-HRM**

Message from the Faculties

It gives me immense pleasure to introduce the Post Graduate Programme in Human Resource Management from IIM Indore. IIM Indore is only one among the three schools in India with the prestigious triple international accreditation. As part of its mission the institute seeks to be a contextually relevant business school with world class academic standards. It is precisely with these objectives in mind that IIM Indore launched the PGPHRM in 2018. This is an innovative and distinctive program that focuses on contemporary knowledge and relevant competencies that Industry 4.0 demands from HR professionals. Participants are selected through a rigorous process involving the Common Admission Test (CAT) followed by personal interviews. The program aims to enhance the analytical orientation of participants by focusing on cutting edge syllabus benchmarked against the best courses across the globe. PGPHRM at IIM Indore includes courses in HR Analytics, Gamification, Technology enabled HR and several other topics that are relevant in the dynamic industry context of today. Among other distinctive features of the program are Workshops on Social Network Analysis, Social Science Research and a Psychometric certification for all participants. IIM Indore is supported by a league of senior HR professionals from the industry as evinced by the composition of the advisory board. Through this program the institute hopes to meet an important need of the industry in terms of supplying HR professionals who are socially conscious and committed to the growth of the profession.



-Prof. Ranjeet Nambudiri
Faculty-OB & HRM

The Post Graduate Programme in Human Resource Management at IIM Indore develops an individual as a leader who is able to assume employee development roles at various organizations. The students benefit by taking courses offered by both academicians and industry experts. Industry Interface Projects, Summer Internship, HR certifications are unique features of the program that keep the students in sync with the current developments in the real world. These features blended with the academic rigor of IIM Indore train the students to face any challenge in the globalized world. The students also become a part of various rural and social development initiatives at IIM Indore which gives them a chance to understand Indian culture and manpower at grass root levels.



-Prof. Mit Vachhrajani
Faculty-OB & HRM

Message from the Faculties

I am delighted to convey that a batch of highly talented young men and women is ready to take up challenging responsibilities of the corporate world in the HR domain. The PGPHR course is a well-designed program that offers a wide spectrum of courses ranging from Organizational Behavior, Human Resource Management to Industrial Relations and Labor Laws, to enhance the understanding of participants about the best practices being followed in this domain. There is a tremendous potential that each individual possesses for focussed application of the knowledge, skill, and attitude learned during the program, in the business world. These students are highly dedicated and demonstrate performances beyond the call of duty. I am very confident that these young and bright men and women will become an asset for their respective organizations.



-Prof. Amitabh Deo Kodwani
Faculty-OB & HRM

We are in the midst of Industrial Revolution (IR) 4.0 which is changing how we live, work and communicate. Employment models, contract between employer and employee, even what constitutes employment is undergoing change. The PGP-HRM program is geared to train HR managers who are equally adept in managing the current challenges of the workplace as well as plan for the unfolding new world. The program provides in-depth training in both theoretical as well as hands-on aspects of people management, while buttressing the understanding of business as an organic and complex entity. I am sure that our students will be an asset to any organisation due to their strong tactical and strategic understanding of the discipline.



-Prof. Kajari Mukherjee
Faculty-OB & HRM

Message from the Faculties

The PGP-HRM at IIM Indore is the latest edition to the portfolio of programmes offered by the Institute. The Programme is an outcome of careful and rigorous discussions and deliberations internally and has been designed by taking into account feedback from the corporate sector, experience of the recruiters from other programmes, a careful study of the recent trends in HR, and integrating insights from analytics and behavioural sciences. A strong emphasis on psychometric instruments, behavioural labs, assessment centres, analytics and industry projects for building skills make the programme unique. The outcomes if this were visible when I taught one of the electives to the participants. I could see a complete transformation in them from the day they entered the programme to the time when I taught the course. The batch is endowed with a keen desire to learn and has a spirit and the attitude to excel. It gave me immense satisfaction to realise that the decision of the Organizational Behaviour and Human Resource Management Area to launch this programme was in the right direction. I wish the participants all the very best.



-Prof. Kamal K Jain
Faculty-OB & HRM



Sitting (L-R): Meenakshi Aggarwal Gupta, Kajari Mukherjee, Kamal Kishore Jain, Pawan Kumar Singh, Sumit Kumar Ghosh

Standing (L-R): Nobin Thomas, Shrihari S. Sohani, Gopal Mahapatra, Amitabh Deo Kodwani, Ranjeet Nambudiri, Sushanta K Mishra

Industry Associations

Summer Internship Program

Each participant of the PGP-HRM is required to undergo an internship spanning a duration of 8 weeks after the completion of the first academic year. Aimed at supplementing classroom knowledge with practical insight, the summer internship program enables the participant to reflect on their learnings from the first academic year and to move to their specialized studies in the second year with greater understanding of organizational contexts and issues. The summer internship selection processes typically take place post the completion of the first academic trimester (generally towards end of September). The internship, which generally spans the months of April and May, is an effective learning bridge for the participant in the transition from first to the second academic year.



Industry Interface Program

Built into the academic requirements of the PGP-HRM, the Industry Interface Program (IIP) is a block fieldwork of 1-month duration after the completion of the fourth academic trimester (typically during the month of September). The IIP offers participants an opportunity to apply the knowledge of HR domain that they have acquired from studying their foundational courses in the 4th trimester. During this one month, the participant is involved in a project in an organization, completely immersed in ground realities of the workplace and the challenges & constraints inherently present in the daily functions of the organization. It is essential that the participants gain a practical perspective to supplement the knowledge of new-age practices in corporate behemoths across the world, and the IIP delivers in the participants' learning journey as part of the HRM program. In addition to corporate exposure, several students of the program are often located in manufacturing plants during their IIP to enable them to understand issues pertaining to industrial relations, which is an important aspect of human resource management.

Industry Associations

HR Conclave

The HR Conclave at IIM Indore is typically conducted in the month of November every year, and witnesses participation from HR leaders from a wide range of industries. Consisting of keynote sessions by top leaders from the industry, thought-provoking panel discussions, and opportunities for students to engage in informal interactions with industry stalwarts, the conclave aims to discuss and help participants reflect on contemporary ideas in organizations of today. In the past editions of the conclave, the areas of discussion include, but are not limited to changing roles of HR in organizations, future of work, diversity and inclusion in contemporary organizations, and advent & possible implications of cutting-edge technology in HR.

Guest Lectures, Workshops and Electives by Industry Leaders

To provide for a healthy mix of knowledge dissemination from academicians and industry experts, the program is filled with frequent guest lectures and workshops, spanning over the two years of the course of study. These sessions are aimed at providing students with practical insight from the real-life experience of a host of industry leaders, while enabling opportunities for engagement with the organizations they belong to in the form of projects. Several leaders have, in the past, also taken sessions for the batch in the form of credited electives on contemporary topics such as International HRM, Advanced People Analytics, Emotional & Social Intelligence, Strategic HRM from a CEO's lens, and Advanced Learning & Development.



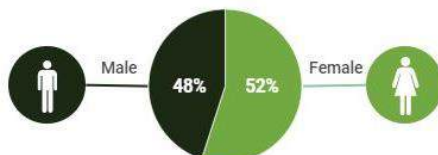
Batch Statistics

Batch Strength: **29**

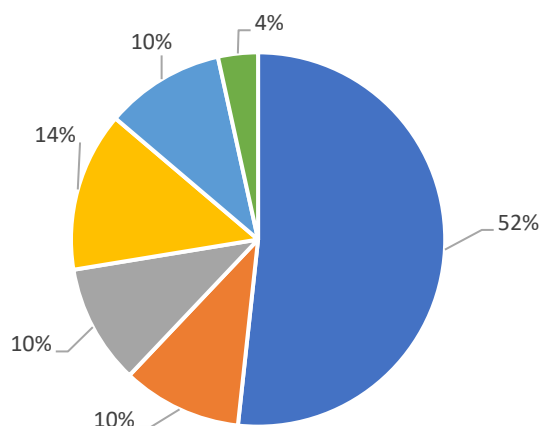
Summer Internship Project Areas

Learning & Development
Employee Engagement
CSR
Organizational Development & Strategy
Performance Management
Industrial Relations
HR Technology
Talent Acquisition
HR Analytics
Employer Branding

Gender Diversity

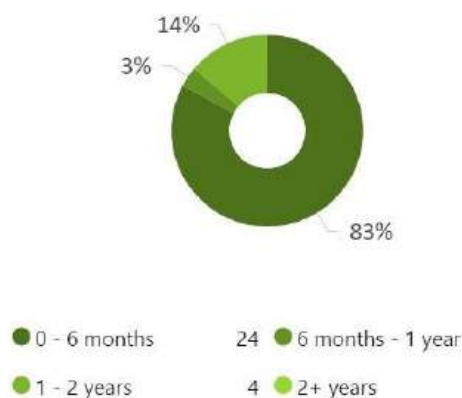


Educational Background



Engineering	15	Management Sciences	03
Arts	03	Science	04
Commerce	03	Medical	01

Work Experience



Internship Experience



Participants' Profile



Abhishek Gupta

B.Sc.(H) Computer Science,
Hansraj College

- Former Operations Representative at Concentrix India.
- Member of Placement Committee, PGPHRM, IIM Indore.

"A computer science graduate with experience in outsourcing, project management and content writing. Passionate about languages, geopolitics, entrepreneurship and maps."



Adarsh Gour

B.Tech, Civil Engineering,
DTU

- Logistics head, Innova'18, Delhi Technological University.

"I am creative and a self motivated person with interests in HR analytics, Organisation Psychology and Football."



Akash Kumar Purbey

B.Sc.(H) Computer Science,
Hansraj College

- Treasurer, IEEE IIM Indore, Mumbai Chapter.

"I am a smart worker and like to take challenges. I am a fast learner and self-motivated."



Aniket Sarkar

B.Tech, Computer Science and Tech.,
IIST Shibpur

- Junior Member, Systems Vertical, IRIS 2019, IIM Indore.

"I am interested in Talent Acquisition and have learnt more about it during my summer internship. Besides, I like interacting with people and knowing more about different cultures and backgrounds."



Aristak Nagarajan

B Tech, Biotechnology,
NIT Durgapur

- Junior Team Member, Humain-I the HR club of IIM Indore.

"Enthusiastic about quizzing, creative writing, traveling, and learning more languages. Have participated in professional football."



Ayushi Aggarwal

Btech, Computer Science,
JIIT Noida

- Junior Member, Guest Relations and Lavanya verticals, IRIS 2019, IIM Indore.

*"I see, want, grind & get it
An engineer by degree,
A learner by passion,
An aspiring HR enthusiast.."*



D Sai Chaitra

B Tech, Mechanical,
NIT Warangal

- Additional secretary of Dance and Dramatics club, NITW.

"I am an enthusiastic learner which allows me to explore new aspects of business and to better myself."



Henry Ankit Barla

B Tech, Biotechnology,
NIT Warangal

- Former Supply Chain Analyst at Novartis India.
- Executive member of Technical association of Biotechnology.

"Reading stories by Sidney Sheldon, listening to music, watching television debates"

Participants' Profile



Imtiaz Poswal

M.Sc. Chemistry,
IIT Guwahati

- Junior Member, Advaita, a flagship HR event of IRIS 2019, IIM Indore.

"My interest lies in Industrial Relations, Talent Acquisition, Employee Engagement and Training and development. I'm enthusiastic about road trips, trekking and playing games like basketball, football etc."



Irene Maria Saji

B.Tech, ECE,
College of Engineering Trivandrum

- Secretary, IEEE Tems IIM Indore, Mumbai Chapter.

"An ambitious engineer who coordinated in various committees and events. I completed summer internship as an HR consultant at People Business Consulting."



Kanishka Jain

B.Com (Hons.)
Motilal Nehru College, DU

- Core Team Member, Humain-I the HR club of IIM Indore.

"Secured 2nd rank consistently throughout graduation, received scholar badge for meritorious performance from std VI to std XI. Enthusiastic about volunteer work and English tv sitcoms, legal drama and crime fiction"



KAVITHA S

B.Tech, ECE,
SASTRA UNIVERSITY, TANJORE

- Former Technical Associate at TATA Communications.
- Student Executive member to the PGPHRM Executive Committee.

"A passionate and compassionate human aspiring to render organizations brimmed with engaged and happy humans. Happy recreations of mine are Arts&Crafts."



K Nithish Bharadwaja

B Tech, Electrical Engineering,
NIT Calicut

- Junior Member, Media Vertical of IRIS 2019, IIM Indore.

"I'm a hardworking and curious person with interests varying from human psychology to playing sports"



Leela Choudhary

B.Pharma,
Poona college of pharmacy

- Volunteer of Adore India.
- "I stood first and second in my second year and first year of diploma in pharmacy respectively. I'm painter/sketcher by hobby and also had few achievements in same, my painting was selected to represent India's cultural in Japan."*



Manabendra Das

B Tech, Mechanical,
NIT Silchar

- Junior member, Umeed vertical, UTSAHA 2019, IIM Indore.

"I am always looking for the cutting edge and willing to run the extra mile to achieve it. Apart from academics, football, music and poker are other three words which come to my mind when it comes to spending quality time."



Mohammad Shaghil

B Tech, Mechanical,
Jamia Millia Islamia

- Junior Member, Guest Relations vertical, IRIS 2019, IIM Indore.

"Passed B.Tech. with a CGPA of 9.19. Reached final round of designing and fabricating a Go-kart organised by ISNEE. Avid reader of fiction novels, like playing soccer and fps video games."

Participants' Profile



Naina Dasouni

B.Sc.(H) Economics,
Symbiosis School of Economics

- Former Faculty and Coordinator at Arpita Science Academy.
- Member of Placement Committee, PGPHRM, IIM Indore.

"Enthusiastic about the use of automation, analytics and AI in HR functions. Avid debater, amateur trekker, frequent volunteer in educational and animal NGOs"



Nikhil Bhatt

B.E (Hons) Mechanical
BITS Pilani

- President , IEEE Tams IIM Indore, Mumbai Chapter.
- Junior Member, Entrepreneurship Cell, IIM Indore.

"Keen interest in Football , Cricket , Online Gaming ."



Palak Gupta

B.A.(H) Economics,
Hansraj College

- Junior Member at Currenc-I, the Economics and International Business Club of IIM Indore.

"I am a passionate and resilient person with a go getter attitude. I strive for excellence,always."



Rushikesh Gaddamwar

B.Tech, Mechanical,
GCE, Amravati

- Junior Member, Idanim- Drama club of IIM Indore.

"I am always looking forward to learning new things and enjoying life as much as I can. I am passionate about humor writing and cooking."



Sahiba Khurana

BMS, BR Ambedkar College, DU

- Former Advance Assurance Associate at EY.
- Junior Member, Guest Relations Vertical, IRIS 2019, IIM Indore.

"Take 3 teaspoons of compassion, a cup of conscientiousness, a dollop of mischief, then mix together. Add some Kathak moves, dark humour and loads of melodrama. Voila, you have Sahiba Khurana."



Samriddhi Sachdeva

BMS (Finance), Shaheed
Sukhdev College of Business Studies

- Junior Member, Participation Vertical, IRIS 2019, IIM Indore.

"I am straightforward, self-confident, and decisive. Being bibliophile, reading is something I passionately enjoy. I consider my time with Teach For India to be the biggest achievement of my life."



Shailza Gupta

B.com(H), Sri Aurobindo College of
Commerce and Management

- Corporate Relations, IEEE Tema IIM Indore, Mumbai Chapter.

"I love to solve puzzles such as Sudoku that helps me improve my concentration as well as it helps me to improve my problem solving skills."



Snigdha Sharma

BA, Economics,
Daulat Ram College

- Secretary, PGP-HRM Placement Committee, IIM Indore.

"I'm an eager learner who is driven and thrives in social settings. I've published a research paper on Digital Technology and Young Women Empowerment. Basic level proficiency in Spanish."

Participants' Profile



Sonalee Shriya Dubey

BBA, Management Sciences,
IIPS, DAVV

- Member, Student Exchange Committee, PGP-HRM.
"A Management Science graduate, with experience in Financial Market Analysis and Marketing Communication Coordination. Passionate about dramatics, oratory and writing"



Swarna Jain

BA Economics(Hons),
Hansraj College

- Junior Member, Guest Relations vertical, IRIS 2019, IIM Indore.
"I am a sincere and hardworking person. I am among the top 5 percentile students in subjects like OB, MMMW, IR and Financial Accounting in IIM Indore. I am enthusiastic about dancing and reading novels."



Varidhi Agarwal

B.Tech Engineering Physics,
Delhi Technological University.

- Member, PGP-HRM Placement Committee, IIM Indore.
"I have always been an enthusiastic Basketball player. Also I love to sing and read a lot. I am a trained Hindustani classical vocalist and also hold a minor degree in Nuclear Physics."



Vikas Yadav

B.Tech, CSE,
IERT Prayagraj

- Junior Member, Creative and Design(Digital) Vertical, IRIS'19, IIM Indore.
"I am a socially active person with an interest in psephology, cricket, and geopolitics. Enthusiastic about HR Analytics."

Recruiters for 2018-20 Batch

Final Placement Recruiters



Summer Internship and IIP Recruiters



Contact Details



Placement Committee

Email ID: pgphrplacement@iimidr.ac.in

Team:

Snigdha Sharma	+91-9999857552
Abhishek Gupta	+91-7007124675
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Varidhi Agarwal	+91-9958101118

Placement Office

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