



भारतीय प्रबंध संस्थान इंदौर INDIAN INSTITUTE OF MANAGEMENT INDORE



HR SKILLS FOR LINE MANAGERS

Date: August 04 - 06, 2025

Location: IIM Indore Campus

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Programme Overview

This program is designed to equip line managers with the essential knowledge and skills required to effectively manage human resources within their teams. Line managers play a crucial role in implementing HR policies, fostering a productive work culture, and ensuring compliance with organizational and legal frameworks. This program will provide practical insights into key HR functions, empowering line managers to make informed HR decisions, enhance employee performance, and contribute to organizational success. This program will develop decisive human resource management skills to get the best out of your teams through a people-centric approach, thereby avoiding costly HR solutions.

Objectives

By the end of this program, participants will be able to:

- Understand the need for HRM skills for line managers.
- Understand the key HRM roles and responsibilities of line managers.
- Effectively handle recruitment and selection, performance management, and employee relations.
- Foster employee engagement, motivation, and development.
- Navigate legal and ethical aspects of HRM to ensure compliance.
- Develop conflict resolution, grievance management, and team management skills.

Content

- Introduction to HRM and Strategic HRM for Line Managers
- Talent Acquisition and Onboarding
- Performance Management and Employee Development
- Employee Relations and Grievance Handling
- Linking Engagement Initiatives to Critical Success Factors of Businesses
- Managing Employee Attrition
- Legal Framework and Compliance for Line Managers



Methodology

The programme pedagogy consists of a mix of lectures, case analyses, group discussions, and experiential learning exercises aimed at stimulating an interesting and participative learning experience.

Who Can Participate in the Programme?

Line managers aspiring to gain insights into HR for effective people management.

Fees

The fee for the programme is INR 54000 /-* per participant. This includes course material, a room on twin sharing basis and board expenses. GST, as applicable, will be additionally charged.

Discount

An organization sponsoring five or more participants to a Management Development Programme (MDP) will be entitled to a group discount of 10% on the total fee payable, provided that at least five participants actually attend the programme. If the actual participation is less than 5, a refund may be made after deducting the full fee of the actual number of participants who attend the training programme. The group discount will be applicable only to short duration programmes of up to 20 days.

Registration

Participants are generally sponsored by their organizations. However, applications by individuals may also be accepted. A formal communication regarding the acceptance of nomination/application will be sent to nominees prior to the commencement of the programme.

Nomination form(s) and programme fees as paid through Electronic Fund Transfer must reach the MDP Office 15 days prior to commencement of the programme.

Accommodation

Participants opting for accommodation at Indore will be provided a room on a twin sharing basis in furnished, air-conditioned rooms. Accommodation is provided from noon on the day before the first day of the program, until noon on the day after the last day of the program. If a participant desires accommodation on a single occupancy basis, the same may be provided on request, on a first- come-first-served basis, subject to availability and applicable accommodation charges.

Executive Education Alumni Status at IIM Indore

Participants who successfully complete the programme will be eligible for the Executive Education Alumni status at IIM Indore. Any eligible participant is required to apply separately and deposit the necessary fee of Rs.1,000/- + GST @18% per person (for a two year alumni status) and Rs. 10,000/- + GST @18% per person (for a lifetime alumni status) to register his/her name with the IIM Indore Executive Education Alumni. Benefits of becoming IIM Indore's Executive Education Alumni include:

- a) Subscription to the brochures and newsletters from IIM Indore.
- b) Access to the IIM Indore Campus Library (on-site access only).
- c) Access to the official email ID of the institute.

IIM Indore reserves the right to modify the above conditions at its discretion at any time without notice. Only the courts at Indore will have the territorial jurisdiction to try any disputes arising in respect of the Executive Alumni membership being granted.

Faculty Coordinators

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ABOUT IIM INDORE

Indian Institute of Management Indore (IIM-I) is an autonomous public business school located in Indore, Madhya Pradesh, India. IIM Indore has received the prestigious Triple Crown accreditations - first from the Association of MBAs, AMBA in 2016 (a UK-based accreditation agency), second from the AACSB in 2019, and third from the EFMD Quality Improvement System (EQUIS), the globally recognized international organization for management development, in December 2019. IIM Indore is the second IIM in India to receive these triple accreditations.

NATIONAL AND INTERNATIONAL RANKINGS

IIM Indore, due to its consistent efforts in improving academic standards and achieving academic excellence in all its programmes, has achieved commendable rankings by various National and International ranking agencies. Presently, IIM Indore is ranked 8th in the NIRF ranking (a Ministry of HRD, Government of India initiative), 61st globally in the Executive Education (Open) programmes and 85th globally in the Executive Education (Customized) programmes in the FT Ranking and 25th rank (Asia) in QS World Rankings for our global MBA



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