



Showcasing the HR Plus Program & Our Students

The HR Plus program is designed to create highly skilled Human Resource Management (HRM) professionals. The program follows a rigorous selection process to identify the top HRM students. Our students are not only aligned with the generic MBA Programme but are also focused on HR as a single area of specialization. The first year of the program is common with the MBA, including an internship, and the second year focuses on core HRM verticals.


Our HR Plus students benefit from the "Ko-educate" initiative, which is a unique Industry-Academia Partnership, where seasoned HR professionals with a minimum of 20 years of hands-on experience co-deliver specially designed second-year elective courses. Ko-educate These Ko-educators have deep knowledge of HR functions, including HR Analytics, data-driven HR, and the use of AI and ML in HR. The program ensures our students are exposed to industry-relevant content and best practices.


Our specially designed New HR Elective Courses for HR Plus students




1. HR Technology (HRT) & The Future of Work

This course examines how emerging technologies are transforming talent management, employee engagement, and overall HR strategy. Students will learn to critically evaluate the potential and limitations of HRT to build a future-proof HR function.


 **Key Learning Outcomes:** Students will be able to define key HR technology concepts, understand the impact of automation and AI on the workplace, and apply HRT tools to solve talent management challenges.

 **Course Content:** Modules cover the rise of HR technology, leveraging AI for talent acquisition, the changing nature of work, HRT implementation strategies, and the evolving role of HR professionals.

 **Project Work:** Students will complete a project on the "Impact of Emerging Technologies on HR Practices in any company".

2. HR Value Proposition

This course is based on the premise that for HR to be effective, it must define its stakeholders and create value for them. Students will learn to understand business realities, align HR practices with business goals, and develop competencies to deliver value.

 **Key Learning Outcomes:** Students will understand the concepts of HR value proposition and associated metrics, and they will be able to apply these concepts to analyze business realities and HR practices. They will also learn to create HR scorecards to measure value delivery.



Course Content: The course covers topics such as assessing external business realities, serving both internal and external stakeholders, building HR capabilities, and developing an HR Scorecard.



Project Work: Projects include "Analyzing the Effectiveness of Current HR Value Proposition of any Company" and "Studying Impact of HR Practices on Employer Brand and Value Proposition".

3. Data Driven HR for Effective Decisions

This course prepares students to leverage data analytics to make informed, evidence-based decisions in HR. The focus is on moving away from intuition-based decisions to a data-driven approach.



Key Learning Outcomes: Students will learn to describe the importance of data in HR decisions, explain the role of leadership in data-driven decision-making, and apply best practices for creating effective visualizations for HR dashboards.



Course Content: The curriculum includes an introduction to data-driven decision-making (DDDM), understanding and managing data, creating effective visualizations using tools like Microsoft Excel and Tableau, data analysis and interpretation, and ethics in data management. It also covers the use of Generative AI in HR.



Project Work: Students will develop a model to predict employee turnover risk or optimize a recruitment process using data analytics.