



WELCOME TO
HR GPT
Groundbreaking People
Transfiguration

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MBA (HR) - Course Handout

HR GPT (*Holistic Resurgence & Groundbreaking People Transfiguration*)

“How Corporate HR Department Works?”

1. Scope and objectives of the course:

The **HR GPT (*Holistic Resurgence & Groundbreaking People Transfiguration*)** course provides a wide scope of learning & understanding of the subject “**Human Resource Management**”. The program facilitates the learning of modern HR concepts, techniques and practices in the management of human resources and exposes the student to different functional areas of HR to enhance the effectiveness and efficiency of the organizations. This course has been specially designed to be highly practically oriented in order to ensure that the students undergoing this course would be capable to handle real life situations appropriately and effectively.

2. The main objectives of the course are:

- To develop the understanding of the basics & importance of Human Resource Management as a central and strategic management function of the organizations.
- To develop the broad understanding of four knowledge domains (People, Organization, Workplace, and Strategy).
- To develop the analytical, problem-solving and decision-making abilities required in every HR professional in today’s VUCA and talent intensive world.
- To develop students as core HR Advisor so that they can relate themselves to the practical situations of the workplace.

3. **Course learning outcomes:**

CLO01: To understand the basics of HRM Landscape.

CLO02: To understand the Global HR and Business Integration Insights, the future of HR in the new reality - *Current HR Trends and Future, dissection of corporate culture and how HR plays a bigger role in it, HR, OD, OC, OB, L&D, Performance management, HR Operations, Employee Experience, Operating Model, Workforce Planning, alignment of Talent Acquisition function with top Business priorities, Compensation and Benefits, HR Technology - HRMS, HR Analytics & HR Competency Framework*, etc.

CLO03: To solve various real life case scenarios for better understanding of the strategic HR areas.

4. **Mapping of Course Learning Outcomes (CLOs) with Program Outcomes (PO):**

PO ↓	CLO →	CLO 1	CLO 2	CLO 3
PO		High	High	High

5. **Complete course coverage plan:**

Lect. No. & Hours	Topics
1 (0.5-1)	The History of HR
2 (2-6)	HR Fundamentals in its modern global perspectives
3 (7-9)	Business Integration of Global HR in the VUCA World
4 (10-12)	Employee Experience
5 (13-14)	Workforce Planning and Workforce Segmentation
6 (15-18)	Internal Evaluation: 1st Case study & role play Component-1
7 (19-21)	Organizational Development

8 (22-24)	Organizational Change Management
9 (25-27)	Organizational Behavior
10 (28-30)	HR Operating Models
11 (31-33)	HR Operations / HR Administration
12 (34-36)	Talent Acquisition / Recruitment / Hiring Practices
13 (37-39)	Learning & Development
14 (40-42)	Performance Management
15 (43-45)	Compensation & Benefits
16 (46-47)	Employee Assistance Program (EAP)
17 (48-49)	HR Technologies – Overview of HRIS/HRMS/HCM
18 (50-51)	HR Analytics / People Analytics
19 (52-54)	Internal Evaluation: 2 nd Case study & role play Component-1

6. **Details of all evaluation components:**

Evaluation Component	Type of Component	No. of Assessments	Weightage of Component	Mode of Assessment
Component 1	Power Point Presentation (Role Play)	2	80%	Offline
Component 2	Assignment/Write up (Outside of working hours, it will be home work)	1	20%	Online submission
Total		100%		

7. **Summary of the course topics to be covered in brief:**

Contents	Total Hrs.
<p>The History of HR</p> <p>The Historical Background of Human Resource Management</p>	1
<p>HR Fundamentals in its modern global perspectives</p> <p>Evolution of HR professionals, Legacy HR Vs. Digital HR, The HR Iceberg, the HR Tree, Generations in the workplace, DEIB, Employee Classification, HR's role in building customer centric culture, Future HR skills, Global HR capability model, HR competencies for 2025, Advanced HR value chain, Responsibilities of HR, HR function impact analysis, HR stereotypes, HR career path, HR SWOT analysis, and Current HR market trends.</p>	5
<p>Business Integration of Global HR in the VUCA World</p> <p>Blueprint for the human capabilities required by a digitally transformed enterprise. Understanding the need for HR functions to bring lasting business value by building the workforce needed to compete in a digital future which is operating in the VUCA world. Alignment of HR with business strategy - quantitative and qualitative approaches to efficiently and effectively attract, engage and retain human capital.</p>	3
<p>Employee Experience</p> <p>Understanding Employee Experience touchpoints, Employee Journey (Life Cycle), Employee Experience in the hybrid workplace, Shaping HX strategy, Employee Experience Design methodology, Employee Experience business outcomes.</p>	3
<p>Workforce Planning and Workforce Segmentation</p> <p>Composition of the workforce, the gaps that exist between the future "model" organization(s) and the existing organization, The Workforce Segmentation-Employee Engagement Connection, Job analysis, Job characteristics model, Strategic Workforce Planning map, Headcount planning.</p>	2

<p>Internal Evaluation: 1st Case study & role play</p> <p>Component-1</p> <p>Individuals in the groups to be judged on the basis of communication skills, content and presentation skills.</p>	4
<p>Organizational Development</p> <p>How to set SMART goals for OD, Organizational objectives, Why & How to build a purpose driven organization, OD interventions, The culture framework, OD strategy, Models for diagnosing organizational systems in OD, Types of OD interventions, Process of OD interventions, Rethinking Organization Design, Framework for excellence in organization design.</p>	3
<p>Organizational Change Management</p> <p>Types of organizational change, Change management process, Change management flow, Change management models, The change process – Indicators & Strategies, Comparison of change management methodologies.</p>	3
<p>Organizational Behavior</p> <p>Dissection of corporate culture, Concept of irresistible organization, Components that affect and mold organizational behavior, The models of OB, Major behavioral science disciplines that contributes to OB.</p>	3
<p>HR Operating Models</p> <p>Understanding how the HR function is organized and operates to deliver outcomes to its various stakeholders inside and outside the organization, HR Operating Model of the future by Gartner.</p>	3
<p>HR Operations / HR Administration</p> <p>Understanding HR Ops & People Ops, Employee Relations, Employee Lifetime Value, Employee Onboarding, Types & drivers of Employee Turnover, Employee Exit Checklist – Steps for HR, Exit Interview, How to fire an employee, Types of Leaves, Employee value Proposition Components, Employee Retention strategies, Employee Satisfaction survey, Employee Handbook, HR Audit & Compliance, HR Risk Management.</p>	3
<p>Talent Acquisition / Recruitment / Hiring Practices</p> <p>Current hiring trends in India, TA alignment with business strategy, segmentation, branding, pipelining, assessment & selection, Recruitment automation landscape, Recruitment metrics, Understanding bottlenecks in the hiring process, Talent Assessment Framework, Naukri.com and monster resume database demonstration.</p>	3

<p>Learning & Development (L&D)</p> <p>Understanding the corporate capability academy, HR's role in employee training, Training need analysis, Employee development plan, Types of L&D initiatives, 8 stages of L&D, Methods of training, Employee training metrics.</p>	3
<p>Performance Management</p> <p>Performance management system – key components, framework, appraisal process, Competency framework, Skills matrix, Modern performance appraisal methods, Developing a PIP plan, Different biases in performance appraisal system.</p>	3
<p>Compensation & Benefits</p> <p>Compensation philosophy and building blocks, understanding salary structure, compensation metrics, understanding of salary grids as per job families, Employee benefits, Total rewards, pay for performance model, Compa ratio approach.</p>	3
<p>Employee Assistance Program (EAP)</p> <p>The Human Deal framework, Understanding the culture of well-being, Types of EAP, Maturity Model of EAP.</p>	2
<p>HR Technologies – Overview of HRIS/HRMS/HCM</p> <p>Understanding of various HR technologies / HRIS/HRMS/HCM suits, Talent Intelligence Systems, Artificial Intelligence in HR, HR Tech Stack, HR Automation Framework, Understanding Global Generative AI in HR market, The periodic table of HR tech, Live demonstration of Freshteam and ZOHO 4.0 HRMS system.</p>	2
<p>HR Analytics / People Analytics</p> <p>Types of HR Analytics, HR Analytics, People Analytics, Workforce Analytics, Employee Data Collection Best Practices, Analytic Value Escalator, Benefits of HR Analytics, Understanding 51 HR metrics.</p>	2
<p>Internal Evaluation: 2nd Case study & role play</p> <p>Component-1</p> <p>Individuals in the groups to be judged on the basis of communication skills, content and presentation skills.</p>	3

8. Course execution plan:

Lect. No. (Hour)	Topics	Due date of lecture Delivery	Deviation from the plan, if any
1 (0.5-1)	The History of HR		
2 (2-6)	HR Fundamentals in its modern global perspectives		
3 (7-9)	Business Integration of Global HR in the VUCA World		
4 (10-12)	Employee Experience		
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9. **Academic Honesty policy:**

University ensures the implementation of the highest level of academic integrity in all the documents being prepared / adopted by its faculty members and students. Any breach of the same will be tantamount to severe academic penalties.

10. **This Document is approved by:**

Designation	Name	Signature
Guest Faculty	Rajnish Sinha	
Program In-charge		
Dean		
DD/MM/YYYY		



About Master Trainer/Coach

Equipped with MBA (HR), Bachelor's Degree in Psychology (Hons.) & DCPA, **Rajnish Sinha** brings along **23+ years of Global HR** (India | USA | APAC | SEA | UAE | KSA | EMEA) and **Corporate & Academia Training** experience. He has deep background in Leadership hiring, managing large-scale global recruitment transformation programs, mentoring, coaching, employability reforming etc. The experience & knowledge gained during these years with world's top notch organizations like **TCS, Birlasoft, Nucleus Software, Fiserv, Evalueserve**, etc have provided him with a solid foundation, widened his functional knowledge & the skills to contribute to the growth & further enhancements of both corporates & academia. He is also associated with various Engineering & Management institutions as **"Corporate Readiness Program Partner"** and **"Employability Reforming Trainer"** & Core Member of **"HR Academic Advisory Council"**.

He is a fiercely optimistic and an embodiment of self-restraint, a unique soul driven by three properties born out of nature – **"Virtue", "Ignorance"** and **"Passion"** that compels him to get the things done effectively and efficiently, has been extremely passionate about contributing significantly to the fascinating HR challenges of corporate world and very well adjusted between materialistic and spiritual world with a blooming heart which keeps him healthy and happy. Compassion, willingness and spiritual repose, who are all great warriors providing him the assistance to the search for the desired goal.

THANK YOU FOR KNOWING ME!

RAJNISH SINHA



Thank you!

I would like to express my sincerest gratitude to you for your purposeful existence in this universe.



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Happy to connect.
Take the next steps.