

# MBA IN HRM & INDUSTRIAL LAW

ITM SCHOOL OF BUSINESS AND DALE CARNEGIE - JOINTLY OFFER  
INDIA'S FIRST UNIQUELY CRAFTED MBA PROGRAMME



DALE CARNEGIE TRAINING®



L to R: Prof. Debapriyo Nag-Dean ITM-SOB, Mr. Abhay Kaul-Training Consultant, Dale Carnegie Training India, Prof. Yogesh Upadhyay, Vice Chancellor, ITM University Gwalior and Mr. Dilip Jayram-Associate Vice President, Walchand PeopleFirst Ltd. at the session of panel discussion on HRM & Industrial Law.



A cross section of faculty members, students of UG & PG of ITM-SOB at the session of panel discussion on HRM & Industrial Law.

## About Dale Carnegie

Founded in 1912, Dale Carnegie Training® has evolved from one man's belief in the power of self-improvement to a performance-based training organization with offices worldwide. It focuses on giving people in the public and private sector the opportunity to sharpen their skills and improve their performance to build positive, steady, measurable results.

Headquartered in Hauppauge, New York, Dale Carnegie Training® is represented in all 50 of the United States and in over 65 countries, and is dedicated to serving its clients throughout the world.

Dale Carnegie Training® serves the public and private sectors in 160 locations worldwide and provides its clients with the resources of 2,700 trainers and consultants. Each has undergone rigorous training to become certified in the Carnegie Process. Each is also required to take re-certification training annually. These expert practitioners shape the Carnegie body of knowledge into tools you and they can use to co-create the high performance, customer oriented teams you desire.

Over seven million individuals have participated in Dale Carnegie Training®, many of whom participated specifically to strengthen their ability to:

- Build teamwork
- Enhance customer focus
- Develop leadership
- Generate enthusiastic cooperation from others
- Motivate others to peak performance
- Communicate persuasively

*More than seven million graduates worldwide*

- Training implemented in over 400 of the Fortune 500 corporations
- ISO 9001 Certified—Continuous Improvement processes to ensure quality
- Flexible projects with condensed or space learning format
- In business since 1912 and financially sound
- Proven system for developing high quality trainers

- Expertise from local and global resources
- Over 2,700 carefully selected professional trainers in more than 75 countries
- Programmes in more than 25 languages
- We thrive on customizing our products to fit your needs
- Management involvement in application reinforcement

### **Accredited Coaches**

Dale Carnegie trainer/coaches are business professionals who have real world business experience. They must undergo a minimum of 250 hours of in house development before becoming certified. The process by which they are certified ISO 9001:2000 accredited and then must re certify annually. This means that our consultants have attained the highest level of quality in the industry.

### **Certification and Accreditation**

- The American Council on Education (ACE)
- The Accrediting Council for Continuing Education & Training (ACCET)
- Accredited Institutions of Post Secondary Education (AIPE)
- Council for Higher Education Accreditation (CHEA)
- The University of Phoenix
- Professional Development Credential
- National Association of State Boards of Accountancy (NASBA)
- The Academy of General Dentistry (AGD)
- American Board of Industrial Hygiene (ABIH)
- State of New Jersey – Assessor Continuing Education
- International Organization for Standardization ISO 9000:2001
- Excelsior College
- National Association State Boards of Accountancy
- New Jersey (State of) Assessor Continuing Education
- Pennsylvania Department of Education – PA ACT 48
- Project Management Institute
- The University of Central Missouri
- The University of Phoenix
- Michigan State Assessors Board
- Missouri Peace Officer Standards and Training Program
- Law Society – Queensland, Australia
- State of Maine Overseers of the Bar
- State of Rhode Island MCLE Commission
- Washington State Board of Continuing Legal Education

## MoU with Walchand Dale Carnegie Finishing School (WDFS)

The MBA in Human Resource Management and Industrial Law in ITM University Gwalior in association with Walchand Dale Carnegie Finishing School (WDFS) is an AICTE approved Two year full time credit based programme spread over six trimesters of classroom interaction, live projects, simulations and industry interface. The MBA program in HRM and Industrial Law is jointly offered by ITM University Gwalior & Walchand Dale Carnegie Finishing School (WDFS).

### Technical Competence

- Develop and demonstrate an analytical, problem-solving and decision-making ability.
- Develop analytics and metrics driven approach to tasks and exposure to overall HR functions & its roles.
- Develop an integrated perspective on how HR creates value.
- Gaining expertise on value added trends and pattern analysis and metrics based actions on acquisition of data.
- Having command over related legal and regulatory framework.
- Develop an understanding to enhance to connect survey data to other inputs on organizational and motivational climate
- Develop an understanding of data analysis to determine actions to enhance employee engagement.

### Why this Program?

The programme has been created with an objective of empowering students with tools for improving personal and professional excellence thus leading to improved employability skills. Students will be groomed as 'industry leaders' who desire to apply the acquired knowledge and skills to leverage the human resources in an organization. The programme prepares one with the practical approach in addition to theoretical understanding which reduces the skill gaps between campus and corporate.

The course comprises of six trimesters spanning over two years. The programme modules offered by Walchand Dale Carnegie Finishing School (WDFS) are conducted by experts from industry who contributed in making Dale Carnegie as one of the oldest and largest training organization across the globe. The modules are as follows:

- Value Added HR
- Talent Acquisition
- Employee Engagement
- Compensation and Benefits
- Performance Management
- Learning and Development

## Some Prominent Recruiters:

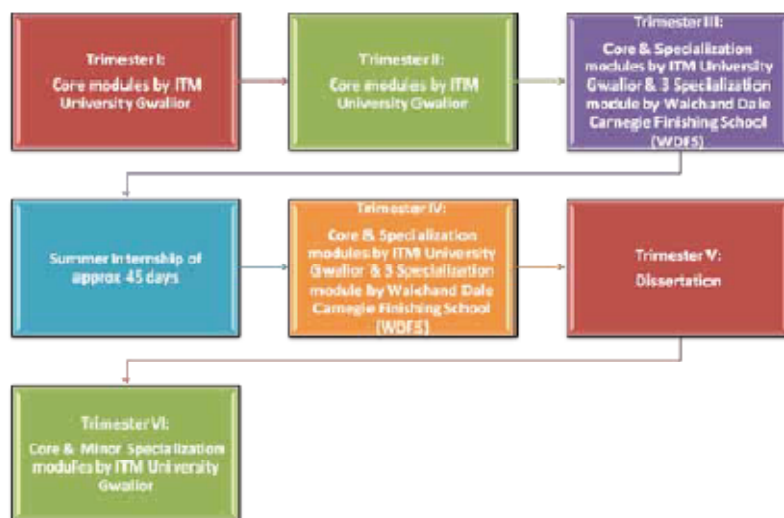


## A snapshot of career options

Fresher's normally join as Management Trainees. Post satisfactory performance they get placed at several industries across the HR domain like:

- HR Consultant / HR Executives
- HR Direct Representative
- Industrial Relations Manager
- Recruitment and Selection Manager
- Employee Engagement Manager
- Compensation and Benefits Manager
- Reward and Recognition Manager
- Workforce Analyst

## Course Structure:



# COURSE CURRICULUM

## MBA in Human Resource Management and Industrial Law (2014 - 16)

### TRIMESTER – I (TO BE TAUGHT JOINTLY BY ITM UNIVERSITY GWALIOR)

Course Code	Subject Title	Credit
101	Managing	3
102	Financial Accounting for Managers	3
103	Corporate Communication	3
104	Economics for Managers	3
105	Business Mathematics & Computer Applications	3
106	Business Environment	3
107	Research Methodology-I	3
108	Workshop on Computer Application	1
	<b>Total Credits</b>	<b>22</b>

### TRIMESTER – II (TO BE TAUGHT JOINTLY BY ITM UNIVERSITY GWALIOR)

Course Code	Subject Title	Credit
201	Business Legislation	3
202	Financial Management	3
203	Research Methodology – II	3
204	Individual and Group Behavior in Organization	3
205	Delivering Customer Value through Marketing	3
206	Human Resource Management	3
207	Operations Management	3
208	Workshop on Business Drafting	1
209	Workshop on SPSS	1
	<b>Total Credits</b>	<b>23</b>

### TRIMESTER - III (TO BE TAUGHT JOINTLY BY ITM UNIVERSITY GWALIOR AND WALCHAND DALE CARNEGIE FINISHING SCHOOL (WDFS) \*)

Course Code	Subject Title	Credit
<b>Term-III : Compulsory Courses</b>		
301	Strategic Management	3
302	Management Science	3
<b>Term III: Specialization Courses</b>		
303	Value Added HR*	2

304	Talent Acquisition*	2
305	Employee Engagement*	2
306	Role of HR In Knowledge Management	4
307	Organizational Development and Change Management	4
308	Introduction to Industrial Relations	4
309	Workshop on HRM	1
	<b>Total</b>	<b>25</b>

\* marked courses to be taught by Walchand Dale Carnegie Finishing School (WDFS)

Summer Training: Students will undergo summer training of 45 days after finishing their III Trimester to gain practical insights of the chosen industry.

**TRIMESTER - IV** (TO BE TAUGHT JOINTLY BY ITM UNIVERSITY GWALIOR AND WALCHAND DALE CARNEGIE FINISHING SCHOOL (WDFS) \*)

Course Code	Subject Title	Credit
<b>Term - III : Compulsory Courses</b>		
401	Total Quality Management	3
402	Corporate Creativity & Innovation	3
<b>Term III: Specialization Courses</b>		
403	Learning and Development*	2
404	Compensation and Benefits*	2
405	Performance Management*	2
406	International Human Resource Management	4
407	HR issues in Mergers and Acquisitions	4
408	Personnel Taxation implications in HR	4
409	VIVA VOCE on Summer Training	1
410	Workshop on HRM	1
	<b>Total</b>	<b>26</b>

\* marked courses to be taught by Walchand Dale Carnegie Finishing School (WDFS)

**TRIMESTER - V** (TO BE TAUGHT JOINTLY BY ITM UNIVERSITY GWALIOR)

Dissertation: Students need to undergo a Dissertation in Trimester V in a chosen area of interest in HR / Industrial Law. It is of 20 credits.

**TRIMESTER - VI** (TO BE TAUGHT BY ITM UNIVERSITY GWALIOR)

Course code	Title of Subject	Credit
601	MIS	3
602	Entrepreneurship	3
Term - VI : Minor Specialization Courses (IL, or Mktg or Fin or IB)		
603	Elective I (IL/MM/FM/IB)	3
604	Elective II (IL/MM/FM/IB)	3
605	Elective III (IL/MM/FM/IB)	3
	<b>Total</b>	<b>15</b>

## Electives:

### INDUSTRIAL LAW

Course Code	Title of Subject	Credit
IL 603	Introduction to Labour Laws	3
IL 604	Social Security Laws	3
IL 605	Collective Bargaining and Negotiation Process	3

### MARKETING

Course Code	Title of Subject	Credit
MM 603	Consumer Behaviour	3
MM 604	Customer Oriented Marketing of Services	3
MM 605	Sales Management	3

### FINANCE

Course Code	Title of Subject	Credit
FM 603	Financial Statement Analyses	3
FM 604	Financial markets	3
FM 605	Investment Management	3

### INTERNATIONAL BUSINESS

Course Code	Title of Subject	Credit
IB 603	International Business Environment	3
IB 604	Intellectual Property Rights	3
IB 605	Foreign Trade and Policy	3

### CREDIT DISTRIBUTION

Trimester	Credits
T - I	22
T - II	23
T - III	25
T - IV	26
T - V	20
T - VI	15
Total Credits	131

**Eligibility:** Candidates who have completed Bachelor's degree with 50 % marks (45 % for SC/ST/OBC candidates) or those completing their final examination by June 2014 along with a valid GMAT/CAT/MAT/XAT/CMET/ATMA score may apply. Final selection of the candidates will depend upon overall performance at qualifying exam, GD and PI.