



P.G. Department of Personnel Management and Industrial Relations

Utkal University, Bhubaneswar, India- 751004

Offers

Value-added Certificate Course

On

“New-age HR Interventions”

(15th – 30th December 2021)

Course Objectives:

In today’s dynamic and evolving business environment, HR managers play the role of catalyst to build high-performing sustainable organisations. It is imperative for the students who are being groomed as future HR/IR professionals to be abreast of the latest trends, innovative practices, behavioural dynamisms and legal framework in which the organisation operates. This course has been designed to impart understanding on the emerging interventions from the perspective of business context that would help the students to keep pace with changes occurring rapidly in a volatile, uncertain, complex and ambiguous (VUCA) world.

Learning Outcomes:

1. Students will be introduced to various recent trends and Interventions of HR being implemented in the organisations as per the need-of-the hour to better manage the human resources.
2. They will be sensitised to have deeper understanding of human behaviour in organisations that serves as an essential prerequisite for coping in critical times.
3. They will be exposed to the various tools and techniques that organisations have designed and have adopted for shaping better human relations at this unprecedented juncture.
4. They will get an overview of the recent reforms in labour laws in India that aims at the ‘ease of doing business’
5. Lastly, they will be equipped with a spectrum of ideas and innovative ways to cope with the recent changes in an organisational set up.

Mode of Delivery:

The course will be offered through blended mode.

Timings: 8:00 AM to 10:00 AM and 3:00 PM to 5:00 PM.

Course Outline:

Unit-I

Organisational Behaviour

Flat/ Spiky World, Diversity, Equity & Inclusion, Organisational Citizenship Behaviour, Responsible Leadership, Deviant Workplace Behaviour, Innovation Management, Impression Management & Critical & Design Thinking, Workplace Spirituality

Unit -II

Human Resource Management

Remote Work: Meaning, Relevance, Benefits and Challenges

Managing workforce in a gig economy

HR analytics: Role, opportunities and challenges,

Employee wellness: Importance, Employee wellness program, Employee physical and psychological wellness

Unit- III

Employee Relations

Factors responsible Globalization in India- Political, Economical, Technological

Key Business drivers: Marketing, Productivity, Quality, Knowledge

Dynamics in workers' associations; Changes in management's orientation; Changes in legal landscape

Social institutions (Family, Religion, Education) in India and IR

Unit -IV

Labour Law Reforms

The Labour Codes:

Code on Wages, 2019

Industrial Relation Code, 2020

Occupational safety, Health and working conditions code, 2020

Code on Social Security, 2020

Unit -V

Organizational Development and Change Management

Organisational Development in Digital Transformation, Mergers and Acquisitions, Transorganizational OD Intervention, Network Interventions, Sustainable Management organisations, Global Social Change, Managing OD and change through restructuring organisations, Appreciative Inquiry.

