NIPM
KERALA CHAPTER
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National Institute of Personnel Management
Proudly announces

Short Term Certificate Course on

Essential Competencies and Skills for HR MANAGERS in the age of Technology

Commencing
19th JANUARY 2019 (Saturday) onwards

Duration – 10 Days
(on Saturdays)

Are you valued in your organization as HR?

If yes, well. But introspect keenly. You are aware that businesses are notoriously complex and small changes in one area can have massive ramifications in others and HR is quite easily the most complex of them all. So what? It should not come as a great surprise that HR may appear to lag behind other departments in strategic readiness terms but to really understand how things might work you have got to re-live and breathe it afresh daily to get a pragmatic sense of the what, the why and the how. The HR profession has been so bogged down with transactional administration stuff that it's not yet found / had time or opportunity to mature.

Competencies for HR professionals have evolved with changing business conditions. Being a competent HR professional has become increasingly complex and researches show that competencies like analytics designer & interpreter and technology & social media integrator, depict how HR competencies reflect business trends. Even such positive changes in HR are underestimated by the people managers, as we the HR professionals, are notoriously self critical and self-obsessed.

Where will HR be with half the world's workforce gone?

Forbes says, by 2025, up to a quarter of jobs will be totally replaced by either robots or software. After all, when most of a company's workforce operates remotely or is made up of machines, who really needs Betty from HR anymore!

HR is inaccessible for their own employees, is plagued by poor turnaround time for responses and decisions, getting HR information is the most difficult, people related matters are poorly handled by the HR and HR lacks sufficient skills and people orientation – all these happen not to be merely the research outcomes but the vivid reasons why HR turns out to be just a back office task in many firms. If this is the real report card for us, why do we exist in the organizations as HR?

HR will fail to keep pace with management expectations if a holistic approach to people management - based on a framework of understanding work - is not adopted. Hence the need to stop clinging to traditional processes and inefficient silos and move toward an integrated approach that links work and people to business results.

> HR in its present form will be extinct soon! So will the HR Managers!

Who said, the biggest problem that HR faces is skill shortage? True, but not in the labour market alone; it's in our own HR departments and our own HR teams! Hard to digest? Then look around, see what's there in the study reports and feedback on HR by the various research firms and industry stakeholders.

The current bunch of HR managers in our organizations who take pride in carrying on with the funky HR practices are soon to be replaced by the blue eyed genre of millennial HR youngsters armored with a tantalizing array of new gen HR skills. Practices, however, legendary or long standing, are a thing of past in terms of relevance and just basking in the past glory could be detrimental.

HRM has metamorphosed into HR Operations!

Machine learning, data mining, big data analysis, block chain technology, business intelligence, digi-HR, customization of tech-HR products and HR virtual management all lead the way for today's HR in organizations. Improved workforce analytics capability, enhanced employee engagement, labour cost optimization and a more desirable employment brand are the reasons for our existence in the organization. Today's younger generation is quite accustomed to these smart tools that ought to be user friendly and they would reject anything that does not have a drag and drop functionality. How can HR alone be different, stay aloof and stand aghast?

Human Resource technology is gaining ground at a very slow pace among many organizations because of the apathy of the existing human resource managers towards programming and digitalization of HR. This is causing employee disenchantment, in turn, resulting in making HR departments disconnected with the millennial.

Find your *ikigai* in HR!

If your job is that of firing the inefficient and the ill-skilled, you may better look into yourself and be ready to fire yourselves! Because your job is going to be taken over by somebody else. Do not wait for the alarm, pull up proactively and prevent the hara-kiri. Transform and reinvent or be ready to vanish in oblivion.

Inadequacies are mostly internal and intrinsic. If you think that your skill sets are intact and nothing new is to be learned, we would advise you to explore inwardly. You may be terribly wrong, sometimes, in your self-assessment, because epistemology, till date, has failed to tell human beings clearly on 'how do we know what we do not know'!

NIPM shows the way!

NIPM Kerala Chapter, undoubtedly the most professional and vibrant among the HR outfits in India vis-à-vis learning and development, offers an excellent opportunity for you to rediscover and reboot if you really wish to survive and grow in the people management profession.

Come! Unlearn and de-skill. Go back with a rich haul of unparalleled experiences that can be re-enacted and re-used whenever your job warrants.

Re-armor with new tools, up-skill and justify your stay in the organization.
We ensure and promise you – not any HR job, but your own connection to a future in HR!
Hurry Up! Join! The 10 Days uniquely designed HR Re-skill Program!

Course Content

Session 1   **Talent Acquisition Skills** - Recruitment Strategy Formulation, Preparing Skill Matrix, Re-designing Role Descriptions, Innovative Methods in Profiling, Social Media Hiring, Behavioural Interviewing, Aptitude and Psychometric Testing, Job Contracting etc.

Session 2   **Performance Management Skills** - Tools, Methods and Current Trends, Post-appraisal Feedback and Counseling, Talent Management, Strategizing Employee Retention etc.

Session 3   **Learning and Development Skills** - Tools for Learning Need Identification, Training Evaluation, Building Positive Attitudes, Goal Setting, Workforce Development etc.

Session 4   **Motivation and Leadership Skills** - The Leader-Managers, Modern Tools for Motivation, Motivating the Gen Y, Coaching and Mentoring Skills etc.

Session 5   **Reward and Recognition Skills**-Competency-based Job Evaluation, Designing and Modifying Pay Bands, Drafting Productivity-linked Pay, Designing Incentive Plans and Allowances, Drafting LTS etc.

Session 6   **Tech HR and HCM Measurement Skills** - Case for Technology and Measurement, Solutions to HR via Social Media, Examples of HR Metrics and their Customisation, Data Oriented Decision Making, HCM Scorecard

Session 7   **Social Networking Skills** - Inter-personal and Teamwork Skills, Self Monitoring and Communication Skills, Emotional Intelligence and Empathetic Skills, Negotiation and Persuasive Skills etc.

Session 8   **HR Analytics and HR Tools** - Business Case for HR Analytics, Predictive Analytics and Diagostic Analytics explained along with Use Cases and Examples

Session 9   **Change Management Skills** -Career Planning, Succession Planning, Employee Engagement Practices, HR's Role in Building Organisational Culture and Organisation Development etc.

Session 10   **Global Skills in HR** - Decision Making Skills in Uncertain Times, Multi Tasking Skills, Strategic Orientation and Ability to Align HR Activities with Business Goals, Cross-cultural Sensitivity etc.

Panel Discussion Session & Summig up/Written Test

Duration	:	10 Sessions (All Saturdays)
Days of Course	:	All Saturdays
Timing	:	9:30 am to 5:00 pm
Venue	:	NIPM House, Mather Square, Kochi – 18
Period of course	:	**Commencing 19th January 2019**
No. of Seats	:	30 Seats only per batch
Registration	:	First Come First Served Basis
Last Date for registration	:	**12th January 2019**
Course Fee **Members**	:	**14,160/-(Rupees Fourteen thousand one hundred and sixty only) per head**
Non Members	:	**17,110/-(Rupees Seventeen thousand one hundred and ten only) per head**

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Payment to be made along with Registration: By way of Cheque/ DD favouring **"National Institute of Personnel Management (Kerala Chapter)"** payable at Kochi

Fee includes: Course Fee, Course kit, Morning/Evening Tea/Snacks & Lunch on all ten days plus GST at applicable rate.

NIPM Kerala GST Registration No. **32AAATN2126N1ZP**

For Payment by NEFT/RTGS, details are furnished below:

S/B Account No. 10040100160708, IFSC: FDRL0001004, The Federal Bank Ltd., Ernakulam North Branch, Kochi – 682 018, Beneficiary: National Institute of Personnel Management (Kerala Chapter)

COURSE COMPLETION CERTIFICATE

On completion of the course, Course Completion Certificates to the Participants will be awarded by NIPM Kerala Chapter during a special function.

National Institute of Personnel Management

NIPM, Head Quartered at Kolkata is the All India Professional Body of HR Functionaries manning the Indian Industries in the length and breadth of the Country. NIPM is a Member of the International industrial Relations Association, Geneva (IIRA) and the Asian Pacific Federation for Personnel Management (APFPM), which in turn is affiliated to the World Federation of Personnel Management Association (WFPMA).

Kerala Chapter of NIPM, with more than 1200 Individual Members and 47 Institutional Members on rolls is one of the most vibrant Chapters of the Institute.   NIPM Kerala Chapter has been regularly organizing Workshops & Training Programs as part of its Human Resources Development Endeavors. Kerala Chapter is also conducting Enhanced Employability Certification programs for job seekers and for final year Students at various B-Schools. Kerala Chapter of NIPM has been adjudged as the Best Chapter among the 52 Chapters in the Country consecutively for many years and the last being 2017-2018

Please send your registration immediately to following address to avoid last minute rush:

The Hon. Secretary

NIPM KERALA CHAPTER www.nipmkerala.org

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