

# **Executive Post Graduate Diploma in**

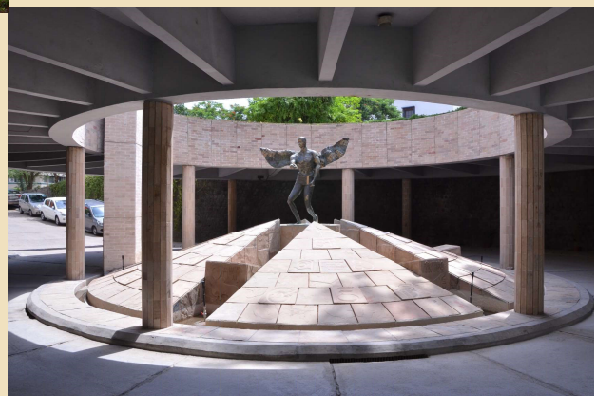
## **Global Human Resource Management (EPGD-GHRM)**

### **Weekend Programmes (2022-23)**



**On-Campus  
(Delhi)**

**INDIAN INSTITUTE OF  
FOREIGN TRADE  
(DEEMED TO BE UNIVERSITY)**



## From Vice-Chancellor's Desk



With the advent of globalization, organizations - big or small have ceased to be local, they have become global! This has increased the workforce diversity and cultural sensitivities have emerged like never before. International dimensions of business and the globalization of business have a significant impact on human resource management. All this has led to the increasing significance of Global Human Resource Management.

Organizations are experiencing one of the most challenging times of the last decade. The COVID-19 pandemic has disrupted work schedules, generated new health mandates, and even changed how people feel about work.

The Executive Post Graduate Diploma Programme in Global Human Resource Management focuses on the application of best practices that are necessary in the growing field of global workforce management. Increasingly, the business world is operating more globally, workplace interactions are getting faster, and the international business is operating 24/7/365. At the same time issues of work-life balance and mental health have also gained a lot of prominence. These developments require a new skillset - an understanding of global workforce leadership that can be applied across datelines and borders. It is now vitally important for business professionals, human resources professionals, and expected international and expatriate employees to be aware of the trends, needs and intricacies of contributing to a global workforce. This program addresses the skills and knowledge required for individuals to be prepared for global human resources management.

The programme offers a unique perspective to the Global Human Resource Management due to its positioning as a premier institute of International Business. In its 58th year, IIFT has made its place as an Academic Centre of Excellence in International Business, and as a well-networked institution committed towards delivering globally competitive business education, training and research. IIFT is proud of its alumni who hold key positions in the arena of International Business. I extend an invitation to all corporate learners to join the program for realizing their professional aspirations.

The course structure has been designed to leverage this USP by including courses on Global business environment, international business strategy and Cross-Cultural Management.

I am confident that on completion the Executive Post Graduate Diploma Programme in Global Human Resources Management course, the participants would have acquired the necessary People management and leadership skills required by the industry. I wish all the best to the professionals who are seeking to enroll for the programme.



**Prof. Manoj Pant**

## Vision

To be an academic Centre of Excellence in international business research, training and education.

## Mission

To create and foster a learning environment that enables participants to be leaders in international business with sensitivity towards society.

## IIFT at a Glance (Rankings) 2020-21

The IIFT have participated the following B-School rankings in AY 2020-2021 and ranked as:

- 25<sup>th</sup> in National Institute Ranking Framework (NIRF).
- 10<sup>th</sup> in Business Today – MDRA.
- 6<sup>th</sup> in Chronicles All India B-School Survey.
- 7<sup>th</sup> in Business World – B-School Ranking.
- 15<sup>th</sup> in Outlook – B-School Survey.
- 11<sup>th</sup> in MBA Universe B-School Ranking.
- 10<sup>th</sup> in InsideIIM MBA Rankings.



# About the Institute

The Indian Institute of Foreign Trade (IIFT), deemed to be University, is the National Institute in International Business Education and Research. Established in 1963, as an autonomous body under the Ministry of Commerce & Industry, Government of India, it has contributed in the skill building for the external trade sector of India. The contributions of the Institute have earned it the status of “Deemed to be University” in the year 2002. The National Assessment and Accreditation Council (NAAC) have recognized IIFT as Grade “A” institution in 2005 as well as in 2015. Over the years, IIFT has emerged as the national university with focus on International Business Management and Strategy, and such focus is reflected in all three major activities of the Institute: Research, Training and Education.

## Memorandum Of Understanding (MoUs)

IIFT has also entered into MOUs with the following institutions:

## International Collaborations

In order to retain its position as a top B-School and a highly rated research organization, IIFT has been successfully strengthening its relationship with regional as well as international institutes.

## Membership

IIFT is a Member of the following organizations:

- Academy of International Business (AIB).
- International Association of Trade Training Organizations (IATTO).
- The European Foundation for Management Development (EFMD).
- The Association of Advance Collegiate School of Business (AACSB International), Global Compact Network of India.





# IIFT Received AACSB Accreditation

The Indian Institute of Foreign Trade (IIFT) has achieved the AACSB business accreditation and was awarded the certificate on 21<sup>st</sup> December 2021 at MDI Gurgaon.

Founded in 1916, AACSB is the longest-serving global accrediting body for business schools, and the largest business education network connecting learners, educators, and businesses worldwide. AACSB accreditation recognizes institutions that have demonstrated a focus on excellence in all areas, including teaching, research, curriculum development, and student learning.

Synonymous with the highest standards of quality, AACSB accreditation inspires new ways of thinking within business education globally. As a result, less than 6 percent of the world's schools offering business degree programs hold AACSB business accreditation. Through today's ratification, a total of 890 institutions across 58 countries and territories have earned AACSB accreditation in business out of which 17 are from India.



Prof. Manoj Pant, Vice-Chancellor, IIFT, with Dr. Tom Robinson, President, AACSB.

AACSB accreditation ensures continuous improvement and provides focus for schools to deliver on their mission, innovate, and drive impact. AACSB-accredited schools have successfully undergone a rigorous review process conducted by their peers in the business education community, ensuring that they have the resources, credentials, and commitment needed to provide students with a first-rate, future-focused business education.



# Introduction to the Programme

Global value chains and global factories with the advent of globalization has brought around multitude of changes and challenges in the business eco-system. Managing the most dynamic resource of the firm, the Human Resource has become very complex. The challenge of managing the human resource of the firm has further increased with the mindset of the Millennial occupying key roles in the organization. The fast-moving world and digitization have also put pressures on the “social” man and the “organizational man”. The reduced LQ (Loyalty Quotient) witnessed by firms and increase in routine down-sizing may be the outcomes of the state of affairs in the Management of HR. The inclusive growth of human resources is conveniently ignored while developing business models and while evaluating overall organizational performance.

In this backdrop, it becomes imperative to impart necessary skills encompassing the contemporary issues involved in managing HR to the budding management professionals and upcoming HR managers. The IIFT with a mandate to shape the HR of the country has evolved the Executive Post Graduate Diploma in Global Human Resource Management to prepare a cadre of HR professionals equipped with appropriate values, perspective, and competencies to become efficient trainers and catalysts in developing a culture of excellence in the organization.

IIFT offers a unique perspective to the Global Human Resource Management (GHRM) Program due to its positioning as a premier institute of International Business. The course structure has been designed to leverage this USP by including courses on Global business environment, international business strategy and Cross Cultural Management.

The unique features of The Executive Post Graduate Diploma in Global Human Resource Management (EPGD-GHRM) are:

- It is positioned to meet the demand-supply gap of talent required to manage HR in today’s highly competitive, complex, global work environment.
- Strong Focus on International Business with industry focus through course content, pedagogy and industry interactions.
- Courses on contemporary tools used in HRM such as Design Thinking, Big Data, People Analytics, creating dashboards, etc.
- Immersive Language course spread across two trimesters with separate certification.
- Capstone Project.
- Mentorship Program with Industry Experts.
- International Study Tour.

## Programme Objectives

The primary objective of the program is to enable participants to be Industry ready and equipped with knowledge of the latest tools required for global human resource management

- Provide a global perspective of managing people.
- Apply theoretical knowledge to contemporary fields of HRM like digital workplace.
- Develop, leadership capabilities to drive change in global organisations.
- Career-readiness and addressing contemporary HR challenges faced by 21st century global organisations.
- Develop a global sensitivity and mindset, and to enable appreciation of the importance of diversity in an organization.

- Learn the current trends in recruiting and retaining the right talent for the growth of the organization.
- Understand the aspirations and the expectations of the changing nature of the workforce.

## Who Should Apply

- Professionals already working in the area of HRM (and allied fields) wishing to upgrade their skills
- Young professionals seeking to take up HRM and People Management as a career
- Officers from Armed Forces desiring to enter corporate sector and leverage their already excellent people management skills with latest know how and technology

The EPGD-GHRM program is tailored to suit Professionals who wish to work in organizations employing international and diversified workforce, with the responsibility of developing local and global HR systems. On successful completion of the program, participants will be qualified for positions in both multinational corporations and domestic firms experiencing rapid expansion in international markets. They may also opt for entering the consulting field in the areas of HR and organizational development.

## Eligibility and Selection Criteria

The 18 month programme of Executive Post Graduate Diploma in Global Human Resource Management (at Delhi) will begin in August 2022. All sessions would be on weekends and will be held at IIFT, Delhi in physical mode. Examinations would be conducted on campus. However, classes may be held online due to administrative reasons or the ongoing pandemic COVID-19 situation and as per government directives and Institute's decision thereto. In such a situation,

examinations would also be held online through proctored mode.

## Executive Post Graduate Diploma in Global Human Resource Management (EPGD-GHRM)- (WEEKEND) at Delhi Campus

### Minimum Eligibility Criteria

Admission to the Executive Programme will be offered by the Institute based on candidates' fulfillment of eligibility conditions and ability to synchronize programme objectives with personal career goals. The Executive Programme is open to all working professionals and self- employed individuals who meet the following criteria:

- Only Graduate degree in any discipline from a recognized Indian or Foreign University with 50% (45% for SC/ST/PWD) marks and minimum of 3 years of working experience in management / executive level is prefer.
- OR
- Graduation with 50% (45% for SC/ST/PWD) and Post-graduation degree and any professional degree such as law, engineering, architecture, medicine, pharmaceutical, agriculture, horticulture, etc. with 2 years of work experience is preferred.
- Only managerial work experience until September 2022 will be considered.
- No Objection Certificate (NOC) from the employer is required at the time of admission **only for sponsored candidates.**
- The total number of seats offered in the programme are 120. Seats are reserved as per prescribed categories as per Government of India norms. The reservations are subject to candidates meeting the admission requirements of the institute under this category.
- No age limit for applicants.

### How to Apply

- Application to EPGD-GHRM is through prescribed on-line Application Form.

- Application Fee is of INR 2,000/- for GEN/OBC or INR 1,000/- for SC/ST/PWD category candidates).
- Applicants will have to register themselves at IIFT website: [www.iift.ac.in](http://www.iift.ac.in) under 'New Admissions' and pay registration fees using the link that would appear after registration.
- Scanned copy of the relevant certificates needs to be uploaded while submitting online application.
- Filled-in applications with enclosures and evidence of payment of Application Fee should be uploaded **latest by 30th September 2022**.
- Applicants must mention the e-mail id clearly in the application form.
- Application fee will not be refunded.
- All disputes will be subject to the jurisdiction of Delhi Courts only.
- Incomplete applications in any manner will be rejected.

### Selection Process

The admission process would be based on the eligibility criteria. All applicants meeting the eligibility criteria will be called for personal interview. The final selection will be based on the candidate's overall performance in the personal interview. Past academic record, experience, motivation to complete the program and willingness to excel would get weightage in overall assessment for admission

### Fee Structure

- The cumulative fee for the programme is INR 4,45,000/- which includes one-time alumni fee & library charges of INR 10,000/- and INR 5,000/- respectively. The library charges are refundable at the

time of completion of the programme. Fee will be refunded as per UGC Guidelines.

- The International study tour is a mandatory part of the programme as it is a credit course. Hence, non-completion will lead to non-awarding of diploma.
- The participants are responsible for the payment of the programme fee whether it is paid by the individual or by the sponsoring organization.
- In addition to the programme fees, participants will bear the cost of travel (ticket, visa, insurance, etc.) and accommodation for the International Study Tour.
- Programme registration and first installment would be INR 1,05,000/- which will be paid on or before **October 2022** i.e., prior to the commencement of the programme. The remaining fee will be paid in 4 quarterly installments of INR 85,000/- each.
- **SC/ST/PWD Candidates: 50% fee concession on tuition fee.**
- **Late Fee Fine** for all students is INR 2,500/- per week beyond the stated deadline.
- In case the fee remains unpaid for **Three Weeks**, from the last payable, the student will be de-registered from the programme.
- Re-registration charges are INR 15,000/-.
- Re-registration will have to be done within one week of de-registration.

### Course Details

- The duration of the programme is 18 months (approx.), divided into 4 terms.



- Participants are required to opt 4 Elective Courses in Term IV.
- The electives must be finalized for Term-IV within the date as prescribed by the Programme Director/s.
- Faculty will be decided after the choices of electives are made.
- Minimum 20 participants required to form an elective group.
- Course Structure is subject to revision.
- International Study Tour of one week (subject to COVID-19 situation and government regulations).

### Course Structure

The EPGD-GHRM (Week-end)) at Delhi course- curriculum is divided into four terms. Elective courses are available in the last term.

The detailed course structure is as follows  
(Subject to revision, if necessary):

#### Term-I

S. No.	Core Course Title
1.	Global Business Environment
2.	Fundamentals of International Management
3.	Financial Management for HR Professionals
4.	Organisation Structure and Design
5.	Business Research Methods for HRM
6.	ITAM
7.	Fundamentals of HRM
8.	Psychology For Managers
9.	Communication Skills for HR professionals
10	Foreign Language

#### Term-II

S. No.	Core Course Title
1.	Fundamentals of Organisation Strategy
2.	International HRM
3.	Talent Acquisition, Retention & Management
4.	Digital Tools and Techniques for Talent Management
5.	International Organizational Behavior
6.	Psychometric Testing
7.	Managerial Ethics and Corporate Governance
8.	Foreign Language

#### Term-III

S. No.	Core Course Title
1.	People Analytics (including lab sessions)
	a. Workforce Planning
	b. Competency Mapping
	c. Performance Management
	d. Retention
	e. Learning & Development
	f. Compensation & Reward Management
	g. Employee Welfare & Benefits
2.	Legal Aspects of Business: Focus on HR
3.	Capstone Project Work
4.	Foreign Language

#### Term-IV

S. No.	Core Course Title
1.	Global Industrial Relations and Labour Law, the Role of ILO
2.	International Study Tour
3.	Capstone Project Work and Viva Voce

### Electives Course Title (Select Any 4)

S. No.	Core Course Title	S. No.	Core Course Title
1.	HR Audit	13.	Crisis Management
2.	Data Analytics	14.	Managing Employee Grievances
3.	AI and ML in HR Management	15.	Employee Wellness , Wellbeing and Mental Health
4.	Strategic HRM	16.	HR Score Card
5.	Design Thinking	17.	Employee Coaching & Mentoring
6.	Business Sustainability	18.	Employee Counselling
7.	Mergers and Acquisitions: HR Perspectives in International Business	19.	Global Leadership and Team Building Strategies
8.	Labour Economics	20.	Cross Cultural Management
9.	Corporate Social Responsibility	21.	International Standards and Compliances
10.	Negotiation Strategies for HR Professionals	22.	Building High Performance Work Culture
11.	Conflict Management	23.	Knowledge Management & Learning Organisation
12.	HR Management in SMEs and Start-ups	24.	HR Consulting
		25.	Organisation Change and Development





## IIFT 54<sup>th</sup> Convocation Ceremony (22 October 2021)





## INTERNATIONAL PORT VISIT AT BELGIUM & GERMANY





# Important Dates

Last date of receipt of applications	<b>30th September 2022 (Friday)</b>
Commencement of EPGD-GHRM (Weekend)	<b>October 2022</b>

*For more information, Please contact:*

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*Artistic view of IIFT new campus, Maidan Garhi, New Delhi*

## INDIAN INSTITUTE OF FOREIGN TRADE

DEEMED TO BE UNIVERSITY

(Set up by Ministry of Commerce & Industry, Govt. of India)

### DELHI CAMPUS

IIFT BHAWAN, B-21 Qutab Institutional Area,  
New Delhi-110016  
Ph.: 011-39147200 – 205 (PBX) • Fax: 91-011-39147301

### KOLKATA CAMPUS

1583, Madurdaha, Chowbagha Road, Ward No. 108,  
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Website: [www.iift.ac.in](http://www.iift.ac.in)