



MDI
GURGAON

Management
Development
Institute

20th Program on Human Resource Management An International Perspective

In association with Queensland
University of Technology, Australia

February 21 – March 5, 2023



**Management
Development Institute**
Mehrauli Road, Sukhrali,
Gurgaon, India

**Queensland
University of
Technology**
Brisbane, Australia



Human Resource Management: An International Perspective

HRM in Future

To achieve competitive advantage at global level, an international perspective is required for successful human resource management interventions. With rapid increase in global activities, the role of international HRM in the companies has grown in significance and is seen as a major determinant of success or failure in international business. To a large extent the successful implementation of global strategies depends on the existence of an adequate supply of internationally experienced managers. Research evidence shows that shortage of international managers is becoming an increasing problem for companies.

The International HRM field is broad and expanding, incorporating many disciplines including cross-cultural management, comparative HRM and strategic international HRM. Technology has shifted the paradigm and newer ways for managing human resources from recruitment to deployment are emerging in the field. IT helped HR managers offload routine tasks and give them more time in solving complex problems. IT also ensured that a greater amount of information is available to make decisions. The technological interventions have changed the nature of jobs and also the nature of business itself. Concerns for managing performance in disruptive environment and challenges of managing diverse workforce has thrown additional challenges to HRM practitioners. Sustainability concerns have added another dimension to the complex task of managing human resource in a global world. Optimum use of resources, ethical decision making and good governance practices have been the focus of successful organizations. An urgent need to learn from different company and different country experiments is being experienced by the practicing managers.

With an aim to meet these requirements and bridge the gap for requisite leadership competencies, a management development program with International exposure has been planned.

The Program on Human Resource Management – an International Perspective would be jointly conducted by MDI, Gurgaon and Queensland University of Technology, Australia. Interaction with leaders and academics at the Faculty of Business and industry visits would provide rich exposure on the business environment and the opportunity to develop a perspective of how global business is managed. This program is designed to meet the needs of experienced HR specialists and line managers in strategic roles, who wish to develop and implement effective HR strategies in line with their business needs. The 'Expert Talks', 'Games and Simulations based Learning' and 'Participant Learning groups', would ensure a rich learning environment.

Key Takeaways

Participants will experience a range of inputs that would provide deeper understanding of HR issues as well as enhance critical approaches and skills to effectively implement HR strategies. The program would enable participants to:

- Increase their understanding of the potential role of strategic HR in their organizations
- Gain greater awareness of how to link HR and business strategies to achieve competitive advantage
- Be acquainted with international HR practices that would increase options for addressing their own organization's needs
- Enhance essential HR skills needed to drive change in their organizations

Apply their skills to business and organizational issues.

Additional benefits from this program are;

- Interaction with international HR scholars and practitioners in a stimulating and pleasant environment
- Providing great opportunities to exchange insights and discussions regarding the latest HR topics
- Building international networks and exploring new collaborative projects



Program Contents

This two weeks' program would explore the best practices and leading-edge developments in Management of Human Resource. It would be an intense academic experience with personal insights and growth experience, as participants would be stimulated to relate their own experiences with additional knowledge sharing with an aim to implement the learning in their organizations.

Given below are the major issues and contents that would be covered during the program:

Role of HR for building sustainable organizations.

- Building value based human interventions
- Focus on employee experience and customer experience.
- Strategies for Multi stakeholder engagement.

How HR can be a differentiator for competitive advantage

- Link between HR strategies and business strategy:
- From service delivery to business partner
- HR as a change agent.
- Use of HR Analytics for workforce management.
- Interpersonal Sensitivity

People Development Practices

- Building organizational capability; attracting & retaining high performance employees
- HR's role in building leadership
- Technology based learning interventions
- Inspiring and influencing for innovative performance

HR at the leading edge

- Mapping Best HR Practices

- Mindfulness based Practices (MAP) for harmonious working. During the overseas learning module scheduled at Australia, participants would be exposed to current thinking and best practices in international business through interactions with leaders from industry and acclaimed academics from Queensland University of Technology, Australia.

The pedagogy would be experiential and interactive. Deliberations during the second week would be on the following areas:

- International HRM context
- Benchmarking HR Practices
- Use of AI in HR
- Introduction to Design Thinking
- Interpersonal Sensitivity and Leadership Development
- Inspiring, Influencing and leading for high performance
- Managing Talent Diversity & Inclusiveness
- Blockchain – The changing Financial Environment: Implications for HR
- Workplace, Health & Safety

In addition to classroom interactions, industry & site visits have been organized for better understanding of the business environment.

Program Associates

Queensland University of Technology (QUT) is an ambitious institution, with a growing research output focused on technology and innovation. QUT ranks in the world's top 200 universities.

Our strategic plan establishes QUT as 'the university for the real world' and charts our provision of transformative education and research that is relevant to our communities.

With more than 50,000 students across two inner-city campuses in Brisbane, QUT offers academic programs in fields spanning business, creative industries, education, engineering, health, law, science, and social justice across five faculties

We are transforming the learning experience, embedding work integrated learning, and focusing on developing entrepreneurial skills. We offer executive education and professional development through QUTeX, flexible learning through QUT Online, and pathways into our undergraduate programs through QUT College.

QUT is well-known for our strong links to industry and government, and our inter-disciplinary teams create high-impact research in areas as diverse as climate change mitigation, digital media, materials science, and biomedical innovation.

QUT is committed to embedding Indigenous Australian

20th Program on Human Resource Management An International Perspective

cultures, knowledges, and perspectives across everything we do, and through our Campus to Country strategy we are in the process of transforming our campuses to reflect the past and present culture of Indigenous Australians.

This Program is for...

In order to maximize the value of peer group learning, participants in the program should be operating in a strategic role. They need to have HR or line responsibilities at middle and senior levels. Participants would be from private and public enterprises as well as the social sector.

Faculty

The program would draw upon the rich experience and insights of leading business leaders and academia from India and Australia.

General Information

Program duration: 2 weeks Week1

would be conducted at MDI Campus, Gurgaon, India.

Week 2 at Queensland University of Technology, Graduate School of Business & Law, Australia.

Program Fee

Rs. 6,00,000/- includes fee for academic inputs at MDI, boarding and lodging for one week at MDI. GST applicable will be charged extra. This fee covers the cost of academic inputs, economy class travel to and from Brisbane, local travel required for the Programme within Brisbane, airport transfers, medical insurance and visa. The fee for the Overseas Learning Programme does not include the cost of boarding and lodging in Australia, as well as any personal and incidental expenses incurred by each participant. These will have to be met by the respective sponsoring organization according to their TA/ DA rules. However, to facilitate logistics, the arrangements for stay abroad as well as in-city travel will be organized by MDI. The enclosed nomination form should be completed and returned to the MDP Office (Programs), Management Development Institute, Sukhrli, Gurgaon-122007.

In case participants are eligible for travel by higher class (Business Class), the differential airfare may be paid directly to the travel operator by nominated organizations.

Incidentals

Telephone, laundry, mail etc. and other incidentals handled by MDI would need to be settled with MDI, at the end of the program.

Nominations

The last date for receiving nominations along with the program fee is January 15, 2023, on first come first serve basis, due to requirement of 1 month for Australian Visa.

Program Directors

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Professor

Lead - Doctoral Programmes

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Management Development Institute

Management Development Institute, established in 1973, is a 40-acre campus, located in Gurgaon. MDI vision is to prepare Global Leaders who create, manage and lead effective change across diverse organizations. MDI is an integrated business school involved in teaching executive education, research and consulting.

In recognition of its premium position in the field in India, MDI has been awarded Accreditation "A" Grade by All India Council for Technical Education. MDI is rated as one of the Top 5 B - School in India. Teaching activities comprise of two-year MBA program, National Management Program,

part-time Executive MBA program and doctoral studies. MDI turns out some 600 management graduates each year.

MDI has over 36 years of experience in Executive education. Currently, it offers 200 weeks of training programs and trains over 3000 managers each year. Besides customized training programs for the clients, MDI also offers 50 open executive training programs in a year. The education model adopted at MDI is 'Integrating latest knowledge with business practices through integrated business school activities enabling organizations' pursuit of excellence'. As a part of its research initiatives, MDI sustains four research centers:

- Center for Supply Chain Management
- Center for Transformational Leadership
- Center for Excellence in Information Management
- Center for Excellence in Information
- Center for Entrepreneurship
- Center for Responsible Business

Center for Positive Scholarship Management the intellectual capital of MDI is a pool of 1200 man-years of knowledge with 80 tenured faculty members. 15 honorary and 120 guest faculty members supplement this.

Internationally, MDI networks with

University of Connecticut, USA University of Waterloo McGill University Canada Copenhagen Business School, Denmark.

McGill University, Montreal, Canada ESCP-EAP Berlin, Madrid, Oxford and Paris Faculty of Business Administration, Erasmus University Rotterdam, The Netherlands Queensland University of Technology, Graduate School of Business & Law University of Technology, Melbourne Robert H. Smith School of Business, University of Maryland, USA Norwegian School of Management, BI, Norway School of Management, Asian Institute of Technology, Thailand Handelshochschule Leipzig GmbH (HLL), Germany Solvay Business School, Belgium Sciences Po de Paris The Centre des Etudes Européennes de Strasbourg, Paris MDI has most modern facilities to provide the right ambiance and environment for learning. It has a fully wired campus, with more than 500 Computers in operation. Offices, Library, hostels, classrooms are all connected 24 hours to networks. 6 MBPS Leased Line Internet connectivity is available round the clock.

MDI is proud of its state-of-the-art library with a collection of over 58,000 books and around 350 print journals on management and allied subjects. The electronic library includes over 10,000 online journals and a number of premier online databases.

Residential facilities include 251 Executive Suites, 205 Graduate Students' Rooms, and 90 Staff Residences. There are four Dining Halls that cater to approximately 1600 meals in a day.

About The Program Directors



Prof. Jyotsna Bhatnagar, PhD, Indian Institute of Technology, New Delhi, and is a Post graduate diploma in Design thinking -MIT Sloan Executive Education, Columbia Business School, Tuck school of Business, USA (Online Emeritus). Currently is Dean,

Research at MDI Gurgaon, has also been Dean Graduate Programme; Dean Continuing Education at MDI Gurgaon

With 27 years of experience, offers teaching, training, research and consulting on Talent Management, Employer Branding, Strategic HRM. Has trained over 7000 Indian & International managers. Published research studies, multiple times in: Harvard Business Review (FT 50, ABDC/A*); International Journal of Enterprise and Management (ABDC/A) and International Journal of HRM (ABDC/A); International Journal of Manpower, ABDC/A impact. Professor is a Board member - Promotion, Recruitment, selection board of Public Sector Banks; IIMs & Private Business schools since 2015 till currently. Also teaches at IIM Calcutta, since 2021 & teaches PGPM Sessions at IIM Ahmedabad. Has taught at Aston University, U.K.

Trained over 7000 senior members of Indian government, public and private sector leaders. IAS officers and Defense Officers', Mitsubishi (MHI, India) IBM; Samsung & Toyota Partners.

A consultant in applied behavioral sciences and the lead consultants for IBM-Train the Trainer retention analytics, IOCL, BK Tyres, Samsung on Talent assessment, Performance review and Talent retention, Hewitt-High performance and Hero Honda



Dr. Sumita Rai is a Ph.D in Organizational Behavior from Indian Institute of Technology (IIT) Kanpur, India before joining MDI, Prof. Sumita Rai was a member of faculty of Human Resource Group at Indian Institute of Management (IIM), Indore and Indian Institute of

Management (IIM), Lucknow. She taught at BEM/Kedge Management School, France University of Szeged Hungary. Currently she is Professor of Organizational Behavior at MDI. She is also Director on the Board of IFCI Infrastructure Development Limited (A Govt. of INDIA undertaking).

She has consulted extensively with various Public, Private, and MNCs in India such as Power Grid Corporation of India Ltd, IOCL, Petronet-LNG, Nestle India Ltd to name a few. She regularly conducts trainings and Leadership Development

Programs for PSUs on Advance Management. IAS & defense officers, PSB officers, PSE Mid to Senior Leaders and MNCs with a focus on competency mapping and profiling; understanding self, Managerial Effectiveness, Negotiation skills and Conflict Management, Team building, cross cultural training and exploring personality. She is a certified trainer of MBTI from CPP Asia Pacific.

Dr. Rai has published more than 40 research papers in various national and international journals. She has co-authored a book titled "Millennials and the workplace: Challenges for Architecting the Organization of Tomorrow" which has been published by Sage International in May 2012

She has also been actively involved in joint research at national and international levels. Prof Rai also works in the area of Ethical Leadership.

She has participated in various international conferences hosted in countries like, Japan, France, Denmark, Germany, Singapore, China, Bangkok and Hong Kong.

For queries' about HRM Program, contact:

MDP Office (Programs)
Management Development Institute, Sukhrali,
Gurgaon-122007 (Haryana).
Ph:+ 91-124-4560008

Application Procedure, Registration, Fees and Expenses

You are encouraged to begin the process 30 days ahead of time. You may register for the program HRM 2022 by sending the application form (enclosed) by mail, email or fax to:

The MDP Programme Office

Management Development Institute,
Mehrauli Road, Sukhrali, Gurgaon.
Telephone No.: + 91-124-4560004
Fax: + 91-124-4560005
E-mail: mdp@mdi.ac.in

Nominations and Cancellations

The last date for receiving nominations along with the program fees is January 15, 2023. Payments should be made in favour of Management Development Institute. Nominations made may be withdrawn or cancelled before the last date i.e. January 15, 2023 at a nominal handling charge of Rs. 10,000/-. Thereafter, the cancellation shall be subject to a charge of 50% of the fees. In case of substitution there would be no additional handling charges.

A Partial List of Sponsoring Organizations in Past HRM Programmes

- Bank of Baroda BSNL
- Bharat Electronics Limited
- Bharat Petroleum Corporation Ltd. Bharat Earth Movers Limited Bhakra Beas Management Board
- Bongaigaon Refinery & Petrochemicals Ltd.
- Bureau of Indian Standards Central Coalfields Limited
- Coal India Limited
- Controller General of Defence Accounts Ministry of Defence
- Central Research Institute for Jute & Allied Fibres
- Central Board of Excise & Customs
- Central Bank of India
- Delhi State Indl. Development Corporation Ltd
- Department of Posts
- Department of Science and Technology Department of Finance & Banking Export-Import Bank of India
- Food Corporation of India
- Hindustan Petroleum Corporation Ltd
- Indian Overseas Bank
- IBP Company Limited Indian Oil Corporation Ltd.
- Indian Farmers Fertilizers Cooperative Ltd. Indian Space Research Organization Indian Railways
- Kochi Refineries Limited
- Indian Council of Agricultural Research
- Malabar Regional Co-operative Milk Producers Union Limited National Bank for Agriculture and Rural Development
- NTPC Limited
- NTPC Tamilnadu Energy Company Limited NTPC Vidyut Vyapar Nigam Limited
- NHPC Limited
- National Aluminium Company Limited National Highways Authority of India
- National Institute of Communication Finance Department of Telecom
- Oil and Natural Gas Corporation Limited
- Oil India Limited
- Power Grid Corporation India Ltd.
- Punjab National Bank
- Rail Land Development Authority Rashtriya Chemicals Fertilizer Ltd. Reserve Bank of India
- Reliance Energy Limited
- State Bank of Hyderabad
- Satluj Jal Vidyut Nigam Limited Steel Authority of India Limited South Eastern Coalfields Limited Syndicate Bank
- Vijaya Bank
- The Catholic Syrian Bank Limited



Sitting Row (L to R) : Shivakumaran. K.M., Anil A. Pathak (Prog. Director), Kanwal N Kapil (Dean, CE), Pawan K. Singh (Director, MDI), P. Dwarkanath, Tanuja Sharma (Prog. Director), Arulmathi Venkataramanan, Moona Yasmin
(Prof./Dr./Mr./Ms.)
Standing I Row (L to R) : Aishwarya Banerjee, Karishma Sarkar, Monalisa Mehta, Rajesh Raj, Sunil Tiwari, Durgesh P. Tiwari, Bikarama Jit Gupta, Manish Kumar Gupta, Preeti Agrawal, P. Ritwik
(Prof./Dr./Mr./Ms.)
Standing II Row (L to R) : Santosh Kumar Mallick, A. Rama Krishna Rao, Satish Solanki, Sanap Bajirao Ramnath, Pranab Jyoti Das
(Prof./Dr./Mr./Ms.)



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**For any additional information on any of
MDI's Executive Programmes, please contact:**

MDP Office (Programs)

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