



INTRODUCTION

Two key differentiators for an enterprise to tide over the current situation are its Leadership Ability and the Human Capital Management. To strengthen and facilitate appropriate learning and awareness in the area of Human Capital Management, this certification program has been designed and developed to be delivered online. This program brings in the practitioner's perspective to HCM practice. The program has 12 sessions of 3 hours each to be conducted during weekdays, on Friday & Saturday.

In its effort to strengthen its offering to the manufacturing industries and to enable the executives and leaders to manage effectively, IMTMA is organising this certification course on **8-9, 22-23, 29-30 January 2021 and 5-6, 12-13, 19-20 February 2021** for the HR community and also emerging leaders within the organizations.

[Click here](#) to download the detailed brochure.

Why this training is needed? Hear from the Faculty!

FOCUS AREAS

- **HR Function Planning**
 - HR - Strategic Function; Strategy Formulation, Methods of planning different aspects of Orgn.
- **Managing Diverse Workforce, Decision Making**
 - Need Nature, Dimensions, Impact and Managing diversity, Governing values & ethics
- **Talent Acquisition**
 - Job Analysis, Sourcing, selection techniques, interviewing skills, decision making
- **Learning & Development**
 - Need Analysis, Learning theories, Training effectiveness
- **Employee Development**
 - Performance Appraisal Process, Methods, Career Management, issues and challenges
- **Employee Engagement, Welfare, Motivation**
 - Employee Welfare, Stress Management, Communication Processes, Theories of Motivation, Exit and retention processes

KEY TAKE AWAYS

- Gain insights about the complete HR domain in a holistic manner
- Conceptually equip self to strengthen the HR Team
- Gain confidence to take-up additional responsibilities in HR
- Understand practitioner's perspective and tips for implementation

FEE PER PARTICIPANT (PER LOGIN)

Rs. 18000/-

+18% GST

**IMTMA Members/ Individuals/
 Educational Institutions / Students**

Rs. 20000/-

+18% GST

IMTMA Non Members/ Others

USD 600/-

Overseas Participants

PARTICIPANT PROFILE

1. HR executives with an experience band of 2 – 8 years, Designations of Executives and Sr. Executives.
2. Business leaders / proprietors from MSME industry

FACULTY

This Program will be conducted by T K RAMESH, an undergraduate in Physics, Engineering graduate in Electronics & Communication, Masters in Quality Management (BITS) and PG in Finance (IIM). He is an ISABS professional, Certified NLP Practitioner, Facilitator for MBTI, FIRO-B and Appreciative Inquiry based interventional learning processes and a certified coach from SOL (South). Had served as a faculty member in GRC conferences, OD interventional programs and outbound learning programs.

His industry experience spans the areas of Supply Chain, Operations, HRD, Training & Development, OD interventions and Performance Coaching.

In his career spanning 3 decades he has set up assessment systems for recruitment, interviewed and hired more than 10000 resources. He has also mentored and guided entrepreneurs in enhancing their manpower hiring capabilities and also supported manpower augmenting companies.

He is currently engaged as consultant for SCALING UP of people and processes, for companies in the Machine Tool accessory sector, FMCG and Embedded products & Services

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