



MBA HR (Human Resources)

Two year full-time specialization
MBA program in HR

Objectives



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- **HR capability and capacity building:** Students will be analyzing, generating, implementing and evaluating human resource capability development activities in the organizations. This will be done through talent acquisition, competency development, talent development and talent engagement. Students will learn about applying and executing these functions along with understanding and recognizing human resource assessments, rewards & recognition and HR policies.
- **Building organizational culture:** Climate and organizational culture shapes human behavior and sensitivity at the workplace and HR is a major stakeholder in implementing and sustaining appropriate culture, diversity and inclusivity. This is executed in partnership with the top management, varied vendors, and PR of the organization. The aim is creating and fostering the culture to all its stakeholders through the principles of organizational behavior in the capacity of HR function. It also includes innovative HR practices and benchmarking them with industry standards.
- **HR business partner:** HR is now an integral part of the business of an organization and therefore HR through its initiatives and activities strives to achieve business goals, mission, and vision. In this role HR facilitates all the activities that are a priority for the business. Thus, MBA HR program is integrated with all the management functions of the organization.
- **Employee Relations:** Focusing on adherence to labor laws, industrial relations, and industrial jurisprudence, with the intent of providing lawful conditions of work and welfare measures for the upliftment of employees. There is an emphasis on case law.
- **Designing HR roadmaps:** Producing capable HR professionals in analyzing and managing the volatile, uncertain, complex and ambiguous (VUCA) world. Recognizing the importance of adaptability, agility and resilience in understanding people issues at local, glocal and global level. Emphasizing the importance of technology with a focus on HR automation, infosystems and analytics. Networking across organizations, industries and sectors for generating roadmaps for achieving individual aspirations and organizational goals.

Program specific subjects

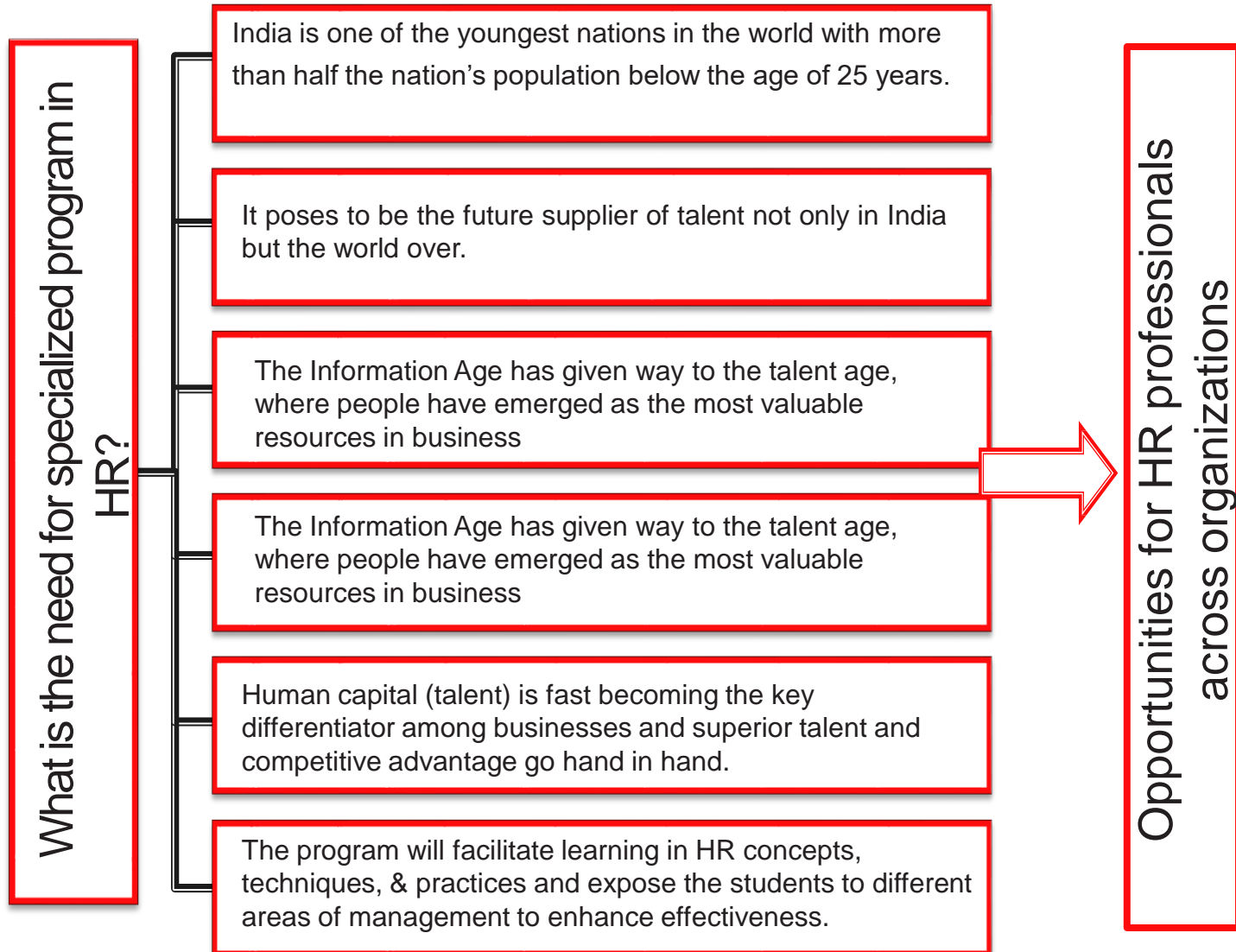


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- Organizational Behavior and Personal Growth Lab
- Human Resource Management
- Competency Mapping
- Talent Acquisition and Planning
- Organization Theories, Structures and Design
- Compensation Management
- Performance and Reward Management
- Learning and Development
- Organization Development
- Learning Organization
- Leadership Lab
- Labor Laws
- Industrial Relations
- Business Ethics
- Talent Engagement
- Talent Analytics
- Diversity and Inclusion
- Cross-cultural Management
- International HRM
- Strategic HRM
- HR Audit

Need for specialized program in HR



Growth drivers

Atmanirbhar Initiative

Growth of MSMEs

Reform in Labor Laws

Countries catering to advanced economies of the World

Make in India

India has one of the largest young and talented population in the World

Program advantage



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- KJ Somaiya Institute of Management offers MBA HR to the aspirants wanting to pursuing career in HR.
- The program helps learners to -
 - Acquire Knowledge
 - Develop Skills
 - Sharpen competencies
 - Adopt appropriate attitude
 - Contribute to development and engagement of the Human Resource in the organization
- The program has a fine balance between behavioral aspects of human resources as well as the HRM processes with emphasis on legal requirements of the business environment.

Student advantage



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- The HR program enables the students to be hands-on on the job from day 1 as a management trainee.
- The students will be able to demonstrate and operate in all the HR functional areas.
- Additionally they will be capable of designing and developing HR systems and processes through in-depth analysis and assessments.
- They can differentiate and choose appropriate processes for the functions that they work in based on analytics, evidences, the types of organization and its culture.
- Students get the opportunity to be part of various committees and clubs for example Humanist is the HR committee which organizes various events in the area of HR.
- International HR conference is an annual event which attracts academicians and practitioners alike. The highlight of the conference is the research workshop which attracts many scholars across the country.

Student advantage



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Career Opportunities in MBA HR

- Since all organizations have human resources, HR professionals find employment in manufacturing, service, IT, government organizations, NGOs, start-ups, and consultancies. HR Services can be an entrepreneurial activity; therefore, it can be a business in itself.
- **Designations**
- Management Trainee, Assistant Manager , Associate Manager, Assistant Vice President, Associate Vice President, Senior Vice President, Chief Human Resource Officer
- HR as Business Partner, HR Operations, General Manager (GM), Human Resources Administration, HR Manager, HR Generalist Role, Chief Diversity Officer, Chief Administrative Officer

Student advantage



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HR Functions

- **Talent Acquisition(volume, lateral and leadership):** Corporate Recruiter and Talent Acquisition
- **Talent Development :** Learning & Development Manager, Organizational Development, Employer Branding, Talent Engagement, Leadership Development Manager, Staff Training Manager, Training and Development Coordinator
- **Salary Rewards & Benefits :**Compensation and Benefits Manager, PMS Manager, Payroll Manager
- **Employee Relations:** Employee Relations Manager, Personnel Manager, Industrial Relations Manager, Compliance Manager, Personnel Officer
- **Analyst:** Business Analyst, HR Analyst (Human Resources Analyst), HR Data Analyst, HR Technology Manager, Personnel Analyst, Business Manager
- **HR Automation & Information:** HRIS
- **Shared Services:** Business Units Conglomerates (recruitment, training, payroll, welfare activities, wellness officer, making HR policies and manuals for organizations), Excellence teams for policy guidance
- **HR Consulting:** Assessment & Development Centre, Organization Development, Organization Design & Structure and Development, Coaching, Mentoring,
- **HR Businesses:** Recruiting Talent, Interviewing and Hiring Resources, Surveys, Organizations Studies & Interventions, HR Audit, Legal Services, SMEs, MSMEs (Outsourced HR services)

Program details



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- It is a two year full time program spread across six trimesters including workshops, summer internship and master thesis project
- Evaluation of students is done through continuous assessments, trimester-end exams, and viva-voce where applicable
- Each trimester is of around 12 weeks
- Intake: 30 seats (plus supernumerary quota as applicable)

Program pedagogy

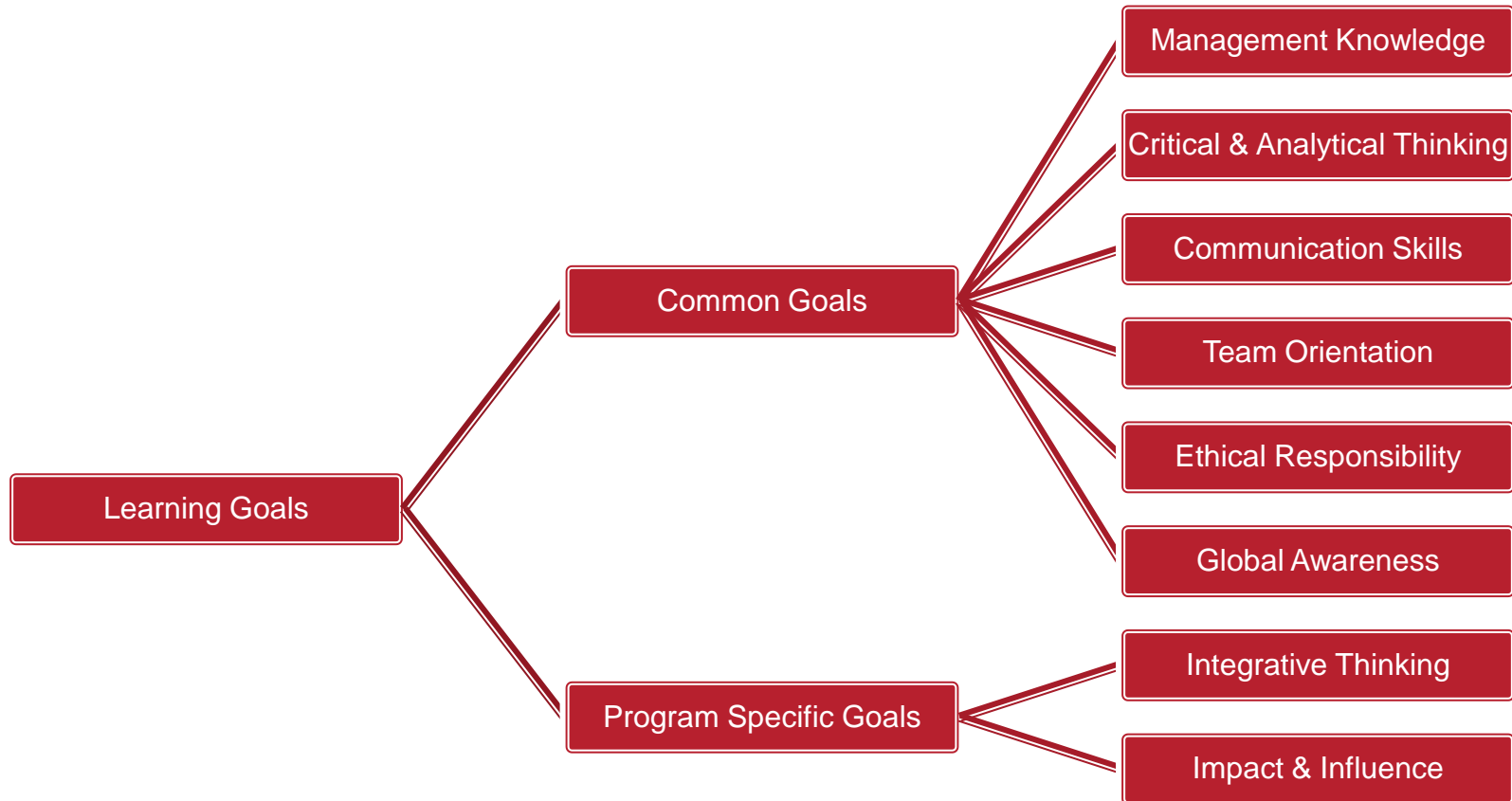


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- Teaching pedagogy based on classroom coaching with integrative learning process with Industry
- Emphasis on learning by doing and experiential process
- Students are encouraged to reflect and develop insights
- Regular updation and introduction of courses as per industry developments and feedback from Subject Board of Studies
- Use of Harvard Business Review Case studies, simulations, videos and projects/assignments
- Industry experts are invited to share industrial practices in varied events
- Regular Workshops, Guest Lectures & Industry Visits to help students gain first hand information and knowledge
- Students are motivated to participate in varied business competitions and events to support classroom learning
- Concurrent Projects and Summer Internships
- Opportunities for International exchange, international immersion and learning foreign languages

Program goals



Program Team



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K J Somaiya Institute of Management

- Prof. (Dr.) Shailaja Karve – Program Coordinator
- Prof. (Dr.) Megha Gupta – Program Co-coordinator
- Nidhi Tolani – Program officer

HR Area Faculty



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K J Somaiya Institute of Management

- Prof. (Dr.) Preeti S. Rawat
- Prof. (Dr.) Shailaja Karve
- Prof. (Dr.) Hemangi Bhalerao
- Prof. (Dr.) Shiji Lyndon
- Prof. (Dr.) Shrabani Bhattacharjee
- Prof. (Dr.) Megha Gupta
- Prof. Amitabha Sengupta
- Research Associate – Ms. Surabhi Shah

Board of Studies



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Designation	Name	Affiliation
Chairman BOS (Area Chairperson)	Prof. (Dr.) Preeti S. Rawat	SIMSR
One Member Academician	Prof. (Dr.) Pawan Budhwar	Aston University, Birmingham, UK
One Member Industry	Ms. Pallavi Tyagi	CHRO Capgemini
One Member Research Institutes	Prof. (Dr.) Upasna A Agarwal	Associate Professor, National Institute of Technical and Industrial Engineering (NITIE), Mumbai
One Alumni	Mr. Kamlesh Dangi	Group Head Human Resources, InCred – Borrow
One Faculty Members (Professor)	Prof. (Dr.) Shailaja Karve	KJSIM
One Faculty Members (Associate Professor)	Prof. (Dr.) Hemangi Bhalerao (Assistant Professor)	KJSIM
One Faculty Members (Assistant Professor)	Prof. (Dr.) Shiji Lyndon	KJSIM
Student member	One HR second year student from the current batch	KJSIM
Special invitee (Head of the Institute)	Prof. (Dr.). Monica Khanna	Director KJSIM
Special invitee (Alumni)	Mr. Prasad Tokekar	Head ER & Compliance Reliance Jio
Special invitee (Alumni)	Ms. Ananya Sinha	Sr. Manager – HR, CEAT Tyres Limited
Special invitee (Alumni)	Mr. Piyush Kohli	Lead - Business HR, Pfizer India
Special invitee (Industry)	Ms. Soumya Sen	Director, Compensation and benefits, Asia Pacific and Japan, Abbott laboratories
Special invitee (Industry)	Mr. Vivek Paranjpe	Management Consultant
Special invitee (industry)	Mr. Omar Mohammad	Former HR Director, Nucsoft Limited
Special invitee (industry)	Mr. Sanjay Chaturvedi	Head HR Valvoline Cummins Private Limited
Special invitee (Faculty)	Prof Amitabha Sengupta	KJSIM

HR Alumni



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Batch	Name	Organization	Designation
1986	Mr. Prasad Tokekar	Reliance Jio	Head - ER & Compliance
1988	Ms. Jayashree Chaudhry	Ketcum Sampark	Chief Talent officer
1996	Mr. Arvind Sharmaa	Black & Veatch	Senior HR Director, India
1996	Mr. Vineet Sehgal	PWC	Senior Director HR
1996	Mr. Mohit Mathur	Fullerton India Credit Company	Senior Vice President and Regional Head - Learning and Development
1996	Mr. Kunal Ghose	Accord Group India	Director and Head of Engagement
2000	Ms. Reena Roy	IBM	Talent Acquisition Leader
2005	Ms. Kashmeera Satish Prabhu	GSK Pharmacueticals	Lead - Talent, Learning & OD
2007	Mr. Shyam M. Saraf	JLT Independent Insurance Brokers	Senior Practise Manager - Service Delivery (Employee Benefits)
2009	Mr. Vinya Krishna	Tata Consultancy Services	HR Generalist
2009	Ms. Shruti Agrawal	Gap Inc.	Senior Talent Acquisition Partner
2010	Ms. Shirley Gonsalves	Sony Pictures	HR Business Partner (Channels) and Lead - Diversity & Inclusion
2013	Ms. Nikita Chitalia	Legrand	Entity Partner - Compensation & Benefits
2013	Ms. Shruti Maru	TCS	HR - Talent Engagement
2018	Ms. Abha Samant	HDFC	HR Generalist



Thank You

simsr.somaiya.edu

