

# Revolutionize HR

## Strategic Tools for Leaders!

Post Graduate Certificate Programme in

# Strategic Human Resource Management



Marketing Partner

jaro education





# ABOUT IIM TIRUCHIRAPPALLI

Established in 2011, the Indian Institute of Management Tiruchirappalli (IIMT) is among the fastest-growing second-generation IIMs, featuring a state-of-the-art campus spread over 175 acres in Tamil Nadu. The institute has earned its reputation as a premier management institution, dedicated to creating and disseminating management knowledge. IIM Trichy boasts 54 faculty members with strong academic and industrial experience.

Faculty members hail from leading management educational institutions in India, such as IIMs and IITs, as well as esteemed foreign universities. The institute offers a range of programmes, including its flagship Post Graduate Programme in Management (PGPM), Post Graduate Programme in Human Resource Management (PGPM-HR), Post Graduate Programme in Business Management (PGPBM) for working professionals, and the Doctoral Programme in Management (DPM).

The institute's commitment to excellence is reflected in its accreditations. IIM Trichy holds the prestigious accreditation from the Association of MBAs (AMBA) and is a member of the Association to Advance Collegiate Schools of Business (AACSB), underscoring its adherence to global standards in management education.

The Executive Education and Consultancy (EEC) Centre furthers IIM Trichy's mission to reach aspiring executives, considering their time and location constraints. These e-learning programmes enable IIM Trichy to venture into the online Executive Education space, focusing on delivering contemporary, conveniently accessible, and affordable quality management education.



# PROGRAMME OVERVIEW

Effectively navigate the complexities of managing talent, pursue the SHRM programme that's designed to prepare senior leaders to manage their teams across diverse scenarios encountered in their daily responsibilities. Participants will enhance their leadership capabilities and gain practical insights into team management. By improving their ability to lead and motivate teams, learners will be better prepared to tackle the challenges of their roles and propel their organizations towards success.

Tailored specifically for emerging senior HR professionals and ambitious business managers with aspirations for impactful leadership roles, this programme aims to cultivate leaders with profound expertise in people and HR leadership. With a focus on cutting-edge strategic HR management practices, participants will acquire the essential skills necessary to implement strategic HR initiatives at the highest echelons of their organizations. Emphasizing the evolving landscape of work, workplace dynamics, and the changing workforce demographic, the programme hones in on critical people management competencies crucial for future HR leaders.

Delving into the realms of Strategic HR Management, this comprehensive programme equips participants with the leadership acumen required to spearhead strategic initiatives and effectively navigate the complexities of managing a workforce in constant flux. By honing their strategic thinking and leadership skills, participants will be empowered to drive organizational growth and success amidst rapid industry evolution.

# PROGRAMME CONTENT

## Orientation Module

- Programme Inauguration and Academic Orientation
- Case Pedagogy

## Module I: Foundations of HRM

- Managing People
- Managing Organizations
- HRM: Processes and Practices
- Introduction to Strategic HRM

## Module II: Strategic Alignment

- Performance Management (Strategic Alignment Part 1)
- Training and Development (Strategic Alignment Part 1)
- HR Metrics & Analytics (Strategic Alignment Part 2)
- Talent Management (Strategic Alignment Part 3)
- Compensation and Benefits (Strategic Alignment Part 3)

**Note:** This is an indicative list of course topics and is subject to change as per IIM Tiruchirappalli's discretion.

## Module III: Contextual Application

- Future of Work
- Digital HR
- Managing SHRM for Different Stakeholders
- Managing SHRM for Internationalization
- Employee Relations & Industrial Relations
- Managing Change for Strategic Renewal

## Module IV: Campus Visit

- Behavioural & Leadership insights from Sanskrit Scriptures
- Team Dynamics Work
- Wellness & Wellbeing
- Leadership & Ethics
- Design Thinking





# GROWTH OPPORTUNITIES IN SHRM



India's Staffing and Recruitment Market to Grow at a **CAGR of 13.2% to reach US\$ 48.53 billion from 2022 to 2030.**

**INSIGHT**  
PARTNERS



The global human resource management (HRM) sector is estimated to touch **\$30 billion by 2025 at a compound annual growth rate (CAGR) of 12.7% from 2023 to 2030.**

The HR software market size in the **U.S. is \$14.8 billion.**

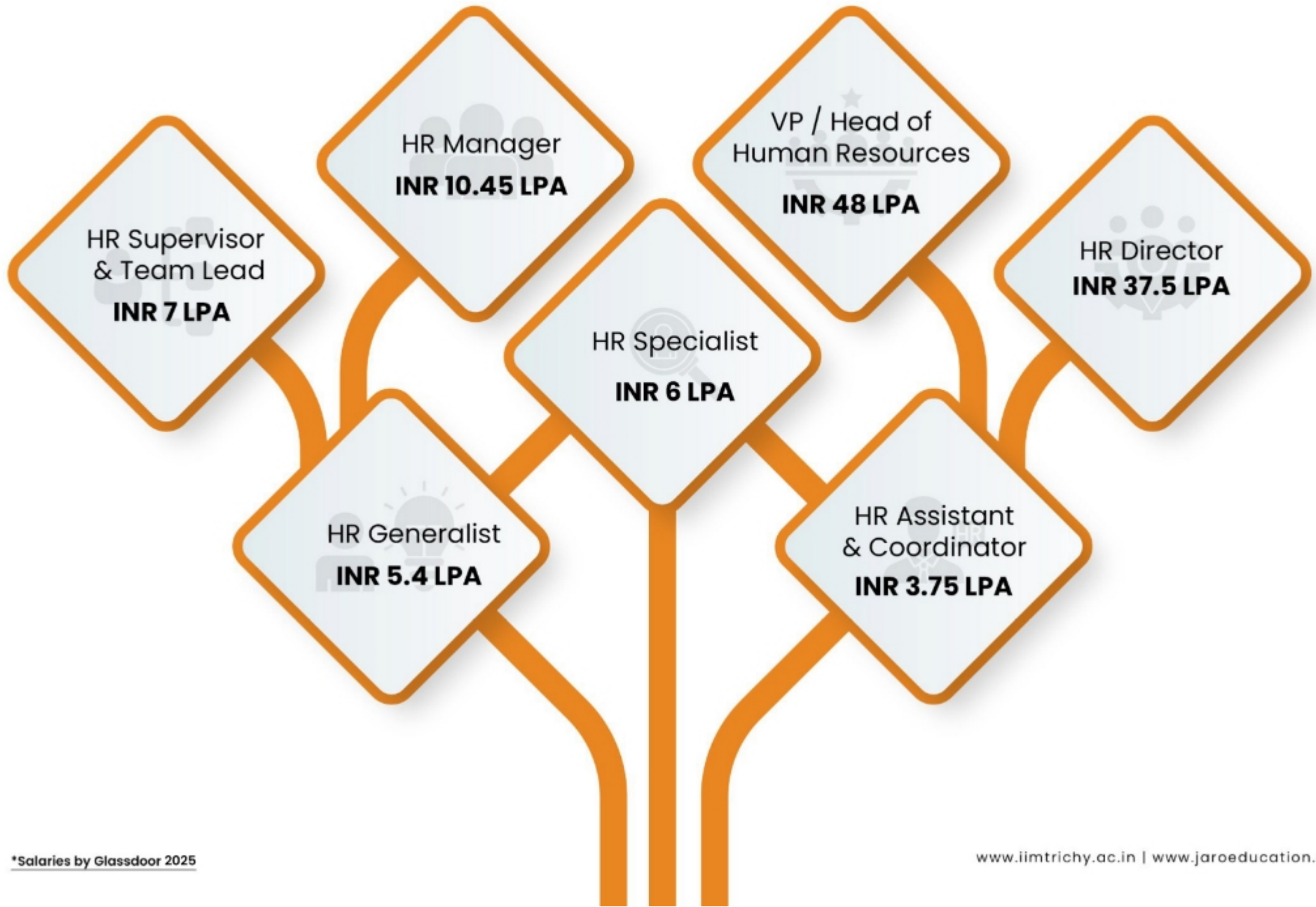
**Forbes**

**Deloitte.**

**85%** of HR executives say they are planning or considering redesigning the way work is organized so that skills can be flexibly ported across work over the next three years.



# HR CAREER TRAJECTORY





# From Director's Desk



## **Prof. Pawan Kumar Singh**

**Director,**

Indian Institute of Management Tiruchirappalli

Indian Institute of Management Tiruchirappalli (IIMT) is the 11<sup>th</sup> IIM established by the Government of India in 2011 and has now completed its 15-year milestone. Tiruchirappalli is a vibrant city widely known for its art and culture, which dates back thousands of years. Today, the city is a hub for educational institutions, scholastic centres, and modern industries. Our institute is transcending to new heights and stands true to its motto: 'Gyaanam Anantam', which means 'Knowledge is Infinite'. Continuous learning is the foundation for better value creation, and IIMT aspires to instill in its students an unceasing desire to learn. The institute proudly embraces the responsibility of shaping students into the leaders of tomorrow—catalysts of change for the betterment of society. IIMT operates from its sprawling state-of-the-art campus spread over 175 acres of land, situated about 11 km from Tiruchirappalli International Airport.

Our mission is to nurture a learning environment that assimilates, disseminates, and creates knowledge of global standards, thereby adding value to society and the nation. Starting the journey with an intake of 84 students, today we host over 900 students and offer diverse programmes such as the Post Graduate Programme in Management (PGPM); Post Graduate Programme in Management – Human Resources (PGPM-HRM); Doctoral Programme in Management (DPM); Executive Doctoral Programme in Management (EDPM); and Post Graduate Programme in Business Management (PGPBM) for working executives. The Executive Education & Consulting wing at IIM Trichy offers both short- and long-duration programmes, Faculty Development Programmes, and e-learning courses specially designed to enhance the skills and knowledge of corporate managers. Through a carefully designed curriculum, we shape our students into future leaders with a deep understanding of their fields. We also strive to create dynamic and innovative entrepreneurs who can bring positive changes to society.

Our strength lies in our faculty members and dedicated staff. Our faculty possess the highest levels of innovation and interactive teaching skills. They not only impart knowledge but also instill the core values and ethos of the invincible Indian culture. We foster a spirit of inquiry in our students, encouraging them to challenge existing paradigms for fruitful learning. High-quality research is an integral part of the IIMT culture. Our thoughtfully created Learning Resource Centre provides faculty and research scholars an exquisite academic ambience to nurture ideas and produce world-class research output. IIM Tiruchirappalli has expanded its horizons by entering into various collaborations with academia and industry. We have signed academic cooperation agreements with reputed institutions worldwide. Through projects like 'Make a Difference', we inculcate social and national commitments in our students.

We take pride in who we are. While we do not rest on past accomplishments, we constantly seek innovative ways to realize our vision of becoming a leading management institution with a significant impact on business and society. We believe the institute has the potential to transform into one of the best world-class management schools in India. We invite every stakeholder in society to join us on this journey of spreading value-based management education.



# PROGRAMME DIRECTORS



## **Dr. Abhishek Totawar**

Associate Professor, IIM Tiruchirappalli

Dr. Abhishek Kumar Totawar is an Associate Professor of Organizational Behavior at IIM Trichy. He teaches students and executives of the MBA and Executive MBA programs nuances of organizational behaviour, and various aspects of leadership, culture and change management. His courses include Micro Organizational Behavior (MIOB: MBA first year core course) and Leading Organizational Change (MLOC: MBA second year elective). He also leads IIM Trichy's e-learning program on Strategic Human Resources Management for working executives (SHRM).

Abhishek's research focuses on organizational justice, leadership, culture, and organizational change. He has presented his research at the Academy of Management (AOM), the European Group of Organization Studies (EGOS), the International Congress of Psychology (ICP), the European Congress of Psychology (ECP) and subsequently published in international peer-reviewed journals such as Human Resource Development Review, Measuring Business Excellence, South Asian Journal of Management, Development & Learning in Organizations, and Evidence-based HRM: a Global Forum for Empirical Scholarship. He has published case studies listed at the Ivey Publications, the Harvard Business School Publishing, the Case Centre, and the Case Research Journal (North American Case Research Association).

He has facilitated leadership and organizational change sessions/programs for mid and senior executives of L&T Ltd., Indian Oil Corp. Ltd., TAFE Ltd., VDart Inc., NLC India Ltd., Chennai Petroleum Corp Ltd., Omega Healthcare, Mannapuram Finance, UDS Ltd., Mazagon Dock Shipbuilders Ltd., Datamatics Ltd., Roca India Ltd., Novo Nordisk India Pvt Ltd., AP Cooperative Bank, and Servier Laboratories, Telangana State Co-operative Apex Bank Ltd., HL Mando, Veritas Finance, Bureau of Indian Standards, Petronet LNG.





# PROGRAMME DIRECTORS



## **Dr. Shameem S.**

**Associate Professor, IIM Tiruchirappalli**

Dr. Shameem S. is an Associate Professor at the Indian Institute of Management Tiruchirappalli. She has over a decade of academic and research experience, having previously served as a faculty member at XLRI Jamshedpur, Great Lakes Institute of Management, and IFMR (Krea University). She has also worked as an HR Officer at National Oxygen Limited and held research positions at the Technical University of Munich, Georg-August-Universität Göttingen, and the Institute for Financial Management and Research, Chennai.

She holds a Ph.D. from IIT Madras, where her thesis on employee-customer interaction and emotional labour received the Best Thesis Award at the National Academy of Psychology conference in 2016. She earned a Master's degree in Applied Psychology (with a specialization in Industrial Psychology) from Pondicherry University, where she was awarded the Gold Medal for securing the first rank. She also holds a B.Sc. from JIPMER, where she received a Gold Medal and was recognized as the Best Outgoing Student.

Dr. Shameem has published extensively in top-tier journals, including ABDC-A\*, A, and Scopus Q1-ranked publications. Her work has been presented at prestigious conferences such as the Academy of Management (AOM), British Academy of Management (BAM), and Australian and New Zealand Academy of Management (ANZAM), among others. She has received several prestigious awards, including the Outstanding Paper Award at IIT Madras in 2023, Best Paper Awards at INDAM in 2024 and 2013, and the Best Research Proposal Award at the Yale-Great Lakes International Conference in 2011, to name a few.

She has designed and delivered courses for PGPM, PGDM, executive, and doctoral programs in Human Resource Management, Industrial Relations, Organizational Behavior, Research Methodology, Empirical Research, Agile HR, Contemporary Workplace Challenges, the Future of Work, and Digital HR & Workforce Analytics. She has also led consultancy projects, including a Tamil Nadu government-funded project on MSMEs and a study on housing demand trends in Sricity.

Dr. Shameem is actively involved in professional networks such as the Academy of Management (AOM) and serves on the editorial and review boards of leading HR and business journals. She was a DAAD "New Passage to India" Scholar at the Technical University of Munich and continues to engage in interdisciplinary research, focusing on various facets of workplace behavior studies.

She has also designed and delivered Management Development Programs (MDPs) on Strategic Human Resource Planning, Agile HR, Workforce Analytics, and Women in Leadership, among other customized programs, helping organizations enhance their HR strategies and leadership capabilities.



# WHO SHOULD APPLY?

Working HR Professionals or aspiring executives desiring to take up a career in HR or line managers responsible for HR roles in the organizations should take up this programme.

## **Working HR professionals**

It offers an opportunity to enhance their current skill sets and stay updated with the latest HR practices.

## **Aspiring executives**

Individuals aiming to transition into an HR career will find this programme invaluable, providing them with a strong foundation in HR principles.

## **Line managers with HR responsibilities**

Managers who handle HR tasks as part of their roles will benefit from the specialized knowledge, enabling them to manage their teams more effectively and align HR strategies with broader business goals.

This programme is designed to equip all these professionals with the tools needed to succeed in the evolving world of HR management.





# PROGRAMME HIGHLIGHTS



Experiential and  
Case-Based Learning



Post Graduate Certificate  
from IIM Tiruchirappalli



Executive Alumni  
Status



Complete Understanding  
of Strategic HRM Process



Cross Industry  
Peer Networking



Interactive Online  
Lectures

## LEARNING OUTCOMES

Successful completion of the programme can enable you to:



Analyze the challenges of strategic HRM in a complex and dynamic business environment.

Gain a theoretical understanding of various models and frameworks in strategic human resource management.



Develop skills to strategically align different functional dimensions of HRM.

Demonstrate the link between SHRM and performance.



Understand the implications of SHRM in different industries and across different stakeholders.

# CAMPUS IMMERSION MODULE





# CERTIFICATION

## “Post Graduate Certificate Programme in Strategic Human Resource Management – IIM Tiruchirappalli”

for those who successfully complete the prescribed course of study and fulfil all other academic requirements.



# PROGRAMME DETAILS

## Duration

- 12 Months

## Mode of delivery

- Live Online classes and 3 days mandatory campus immersion module will be conducted at IIM Tiruchirappalli campus.

## Eligibility

- Minimum 50 % in Graduation or Post Graduation whichever is higher from a recognized National or International University.
- Minimum 45% in Graduation for SC/ST Applicants.
- Minimum 3 years of work experience, after graduation.
- Profile Based Selection.

## Programme Schedule

- Sunday: 6:00 pm to 9:15 pm
- Campus Module: 3 Days (18 hours)
- Synchronous learning: 153 hours
- Total: 171 hours of learning
- Application Closure Date: Closing Soon
- Technical Orientation Date: 18<sup>th</sup> October 2025
- Programme Commencement Date: 19<sup>th</sup> October 2025

## PROGRAMME FEE STRUCTURE

Application Fee - INR 2500/- +GST

**Total Programme Fee**  
(Exclusive of Application Fee)

**INR 2,41,000/- + GST**

### Instalment Pattern

**Instalment 1** : INR 90,000/- + GST (Within 3 days of the Offer or 10<sup>th</sup> October 2025)

**Instalment 2** : INR 75,500/- + GST (10<sup>th</sup> January 2026)

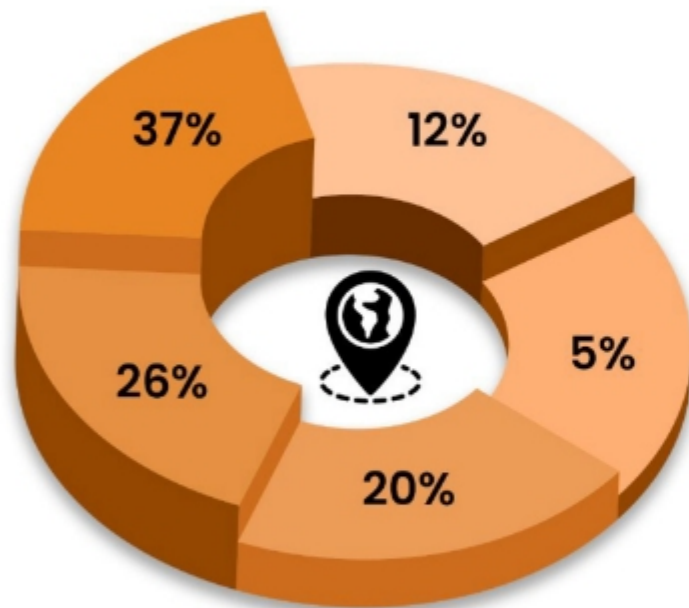
**Instalment 3** : INR 75,500/- + GST (10<sup>th</sup> April 2026)

**Easy EMI Options Available**



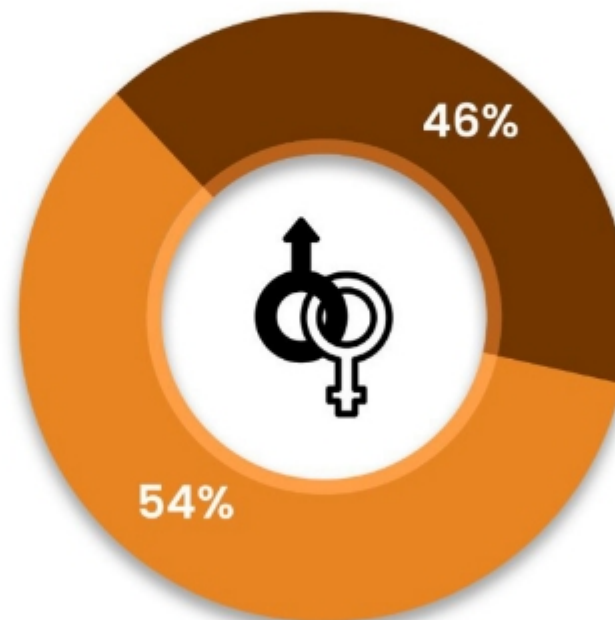
# RECENT BATCH ANALYSIS

## Regional Diversity



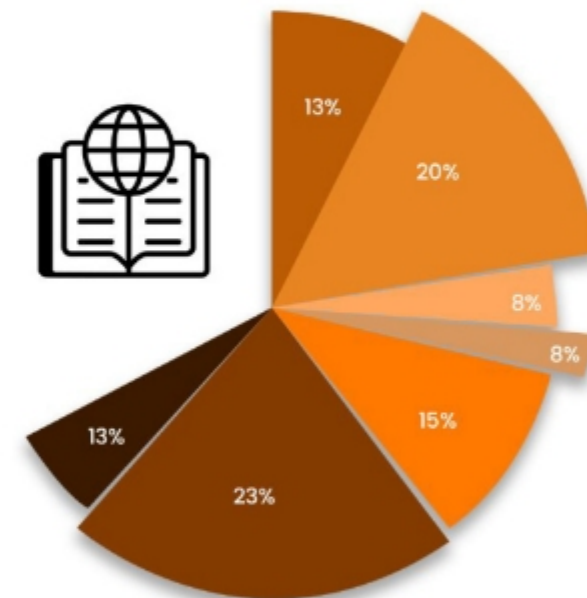
State	Tamil Nadu	Karnataka	Maharashtra	Telangana	Others
Count	37%	26%	12%	5%	20%

## Gender Diversity



Male	46%
Female	54%

## Education Diversity



Graduation Discipline	B.Sc	B.E/B.Tech
Counts	23%	20%

B.Com	B.A	BBA	MBA	Others
15%	13%	8%	8%	13%

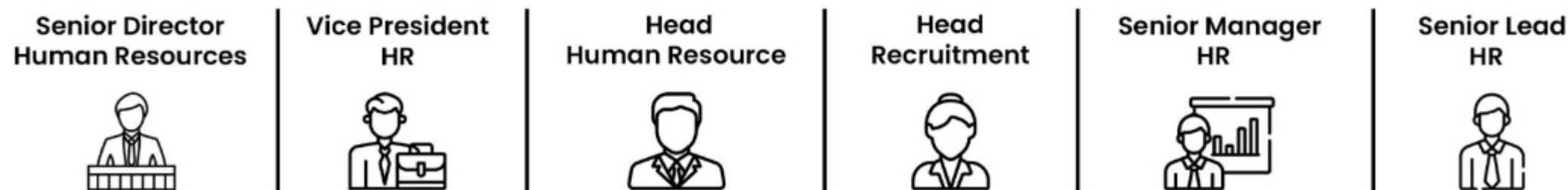
\*The list is partial.

# RECENT BATCH ANALYSIS

## Top Companies Our Alumni Work at:



## Top Designations:



### Note:

- The above list is partial.
- Highlighted above are the collective batch demographics from Batch 01 to Batch 05 of IIM Trichy's SHRM.
- Past performance records do not guarantee any future opportunities.
- All company names are trademarks or registered trademarks of their respective holders. Use of them does not imply any affiliation with or endorsement by them.



# GLIMPSE OF PREVIOUS BATCH CAMPUS IMMERSION



# HEAR FROM OUR ALUMNI



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**The Aspiration Story**

**Ms. Amita Rout**

Associate Manager, Talent & HR at M.Tech Software, Bangalore

Post Graduate Certificate Programme in  
**Strategic Human  
Resource Management**



**Ms. Amita Rout**  
**Associate Manager**  
**Talent & HR at M.Tech Software**

**Watch Now**

 jaro education

PG Certificate Programme in  
**Strategic Human Resource Management**

**Ms. Maitrayee Mukherjee**

HR Executive, Accenture Pvt. Ltd.



**Ms. Maitrayee Mukherjee**  
**HR Executive**  
**Accenture Pvt. Ltd.**

**Watch Now**



# HEAR FROM OUR ALUMNI



## ABHISHEK MISHRA

Deputy General Manager - Human Resources  
MaRS Planning & Engineering Services Private Limited

Because my current profile is in strategy, I decided to enroll in a programme that would provide me insights into business and HR strategy. I was exposed to many concepts, frameworks, and case studies from a multitude of industries and organisations, which gave me a completely new perspective on strategy. I have already begun utilising many organisational tools and mechanisms and feel more empowered. Future aspirants must pursue this programme as it gives exposure to global human resources issues,

concepts, frameworks, tools, insights, and much more. This programme not only exposes the individual to global HR practices but also assists in delving into the fundamentals of HR strategy. Moreover, the response and support from Jaro Education's team was commendable and fantastic.



## AKSHAYA RAVIKUMAR

Rank 3rd Merit holder- IIMT SHRM (Batch 02)  
Global Head - Talent Development, LatentView Analytics

Without an MBA, there was always a constant desire to eventually seek a higher education degree, especially from a prestigious institution like IIMs. Believe me, an executive PG programme seems like a practical option, and just then, when Jaro's team informed me that I was eligible for the Strategic Human Resource Management programme, I immediately opted for it. Pursuing this learner-centric programme gave me an opportunity to interact with eminent faculty and get exposure to their teaching methodologies. Through carefully

curated case studies and pedagogical approaches, this programme significantly increased my learning level and enhanced my profile. It was definitely a good experience, as I secured a third-rank in merit and achieved a career advancement from a senior executive to an assistant manager profile after completing the programme.





## RAVIKUMARAN K

Talent Acquisition Lead  
Tata Consultancy Services

"I've spent four fulfilling years in Talent Acquisition after a decade in operations, and I truly enjoy my work. Initially, I worried about not having an MBA, but discovering the IIM Trichy's SHRM was a game-changer. This programme has provided me with a clear, strategic perspective on HR, which I'm implementing in my workplace. The campus is impressive, with knowledgeable faculty who excel in their topics. Each professor shares insights that deepen our understanding. I now have a vision of applying workforce planning, performance management, and risk management methodologies across the organization to enhance HR's role in driving growth. I highly recommend this course to colleagues and newcomers for its clarity on HR's importance. The Jaro Education team has been supportive from the start, making this a fantastic experience."



## MANISEKARAN S

Senior Executive HR  
TI Fluid Systems

"Enrolling in the IIM Trichy's Post Graduate Certificate in Strategic Human Resource Management has been a pivotal step towards my aspiration of becoming a Strategic HR leader. This programme has significantly enhanced my strategic skills, which I apply in my daily professional life. The friendly and knowledgeable professors made learning more enriching. Additionally, the focus on skill development, networking, and career advancement aligns perfectly with current industry trends, where A-grade institute candidates are highly sought after. The support from Mr. Kaushik and the Jaro Education team has been outstanding. Overall, my experience has been very good."



## MADHU A K

Human Resources Executive  
Satyam Venture Engineering Services (Subsidiary of Tech Mahindra)

"I joined the SHRM at IIM Trichy for its holistic approach and practical relevance. The programme has sharpened my strategic HR perspective, aligning with my leadership aspirations. The exceptional faculty and interactive sessions fostered valuable insights. I highly recommend this programme for anyone seeking to advance their HR career—it's a transformative investment in your future! Overall, my experience with Jaro Education has been smooth and well-organized. What stood out the most was the seamless coordination between the institute and participants, ensuring that all administrative aspects were taken care of, allowing me to focus on my learning."



# CAREER ASSISTANCE



## LinkedIn Profile Optimization

We offer tailored suggestions for elevating your LinkedIn profile, strategically designed to maximize visibility and foster meaningful connections with industry leaders. Our approach ensures that your online presence resonates with the professionalism and expertise that defines your career trajectory.



## Resume Building

Our service comprises the meticulous creation and refinement of resumes, aligning them with corporate standards to ensure they reflect your skills and achievements. Through expert resume optimization, we enhance your professional narrative and craft an ATS-friendly resume to stand out in a competitive landscape.



## Career Enhancement Sessions

Our exclusive Jaro Connect platform provides corporate engagements with access to immersive bootcamps and masterclasses on the latest industry trends, led by esteemed experts. This empowers the participants to stay abreast of evolving market dynamics while honing their professional competencies, ensuring they thrive in today's fast-paced business environment.

**Note:**

IM Trichy or Jaro Education do not guarantee or promise you a job or advancement in your existing position. Career Services is simply provided as a service to help you manage your career in a proactive manner. Jaro Education provides the Career Services described here. IM Trichy is not involved in any way with the Career Services described above and offer no commitments.

# ABOUT JARO EDUCATION

Start your  
**#SuccessKiTayari**

Learn from the Top 1%

START TODAY!



**3,50,000+**  
Career Transformed

**150+**  
Programs from  
Diverse Domains

**30+**  
World's Leading  
Academic Partners

**23+**  
Learning Centres across  
India, USA & Singapore

**20+**  
Top NIRF Ranked Indian  
Institutes & Universities

**10+**  
Top QS Ranked Global  
Institutes & Universities



e-India Awards

The Best ICT Enabled  
Higher Education  
Institute Award



Educational  
Excellence Awards

Most Innovation &  
Successful online MBA  
Program in India



MODI Awards

Outstanding  
Contribution in Online  
Education



ABP Education  
Awards

Best Digital Learning  
Innovation Award



World HRD  
Congress

National Best  
Employer Accolade



World HRD  
Congress

Edtech Leadership  
Awards



Outlook Business Icon  
Awards 2023

India's Most Trusted  
Online Higher Education Company



The Business  
Awards 2024

Leading Edtech Company  
of the Year

Jaro Education is an online higher education company that specialises in executive education, serving as a liaison between the world's leading universities and institutes to create online and technology-driven programmes. The company provides a quality bucket of online executive education programmes catering to domains such as Doctorate & PhD, Analytics & Data Science, Management, Finance, etc., from renowned national and international institutions to meet the needs of working professionals. Our goal is to foster the growth of entrepreneurs and professionals at all levels, from entry-level to C-Suite, through world-class executive education programmes.

## JARO EDUCATION'S PRESENCE

Ahmedabad | Bangalore | Chennai | Delhi/NCR | Hyderabad | Jaipur | Kolkata | Mumbai | Nagpur | Pune



# CONNECT

*With Us Now*

**IIM Trichy Executive Education and Consulting Office**



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0431 -250 5025



[www.iimtrichy.ac.in](http://www.iimtrichy.ac.in)

**Jaro Education Programme Expert**

**Mr. Karthikeyyan**



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