

Revolutionize HR

Strategic Tools for Leaders!

Post Graduate Certificate Programme in

Strategic Human Resource Management with AI & Analytics



Marketing Partner

jaro education



among IIMs in
NIRF India Ranking
2025



in NIRF India Ranking
2025 (Overall Management
Category)



BT-MDRA India's
Best B-Schools
2024



among top B-schools
in MBA Universe.com
Ranking 2024

ABOUT IIM TIRUCHIRAPPALLI

IIM Tiruchirappalli is one of the fastest-growing second-generation IIMs with a full-fledged state-of-the-art campus spread over 174 acres. Established in 2011, the institute has established its name as one of the premier management institutions with capabilities in creating and disseminating management knowledge. The institute has 60 faculty members with strong academic and industrial experience.

Faculty members are from leading management educational institutions from India, like IIMs and IITs, and foreign universities. The institute, apart from running its flagship Post Graduate Programme in Management, also has doctoral programmes and postgraduate programmes in business management for working managers.

IIM Tiruchirappalli was conferred with the Leadership & Innovation Award 2020 in the Business School Category by the Higher Education Forum (HEF) at the 11th HEF Annual Convention. The Institute is placed 7th among the top B-Schools in Outlook-ICARE India MBA Rankings 2020.

IIM Tiruchirappalli has been placed at 16th rank by the National Institutional Ranking Framework, Ministry of Human Resource Development, Government of India (2025), in the category of Management Institutions. The e-learning Center of Executive Education and Consultancy (EE&C) furthers the mission of IIMT to reach out to aspiring executives keeping in mind their time and location constraints.

The e-learning programmes enable IIMT to foray into the online Executive Education space with a single-minded focus to make quality management education contemporary, conveniently accessible and affordable.

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

The AI & Analytics wave- HR Leader Master class

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 1)
- Design Thinking - Part I
- 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

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

Campus Module

- Design Thinking - Part II
- AI and Analytics in HRM workshop
- Team Dynamics
- Work, Wellness & Wellbeing
- Leadership & Ethics



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.**

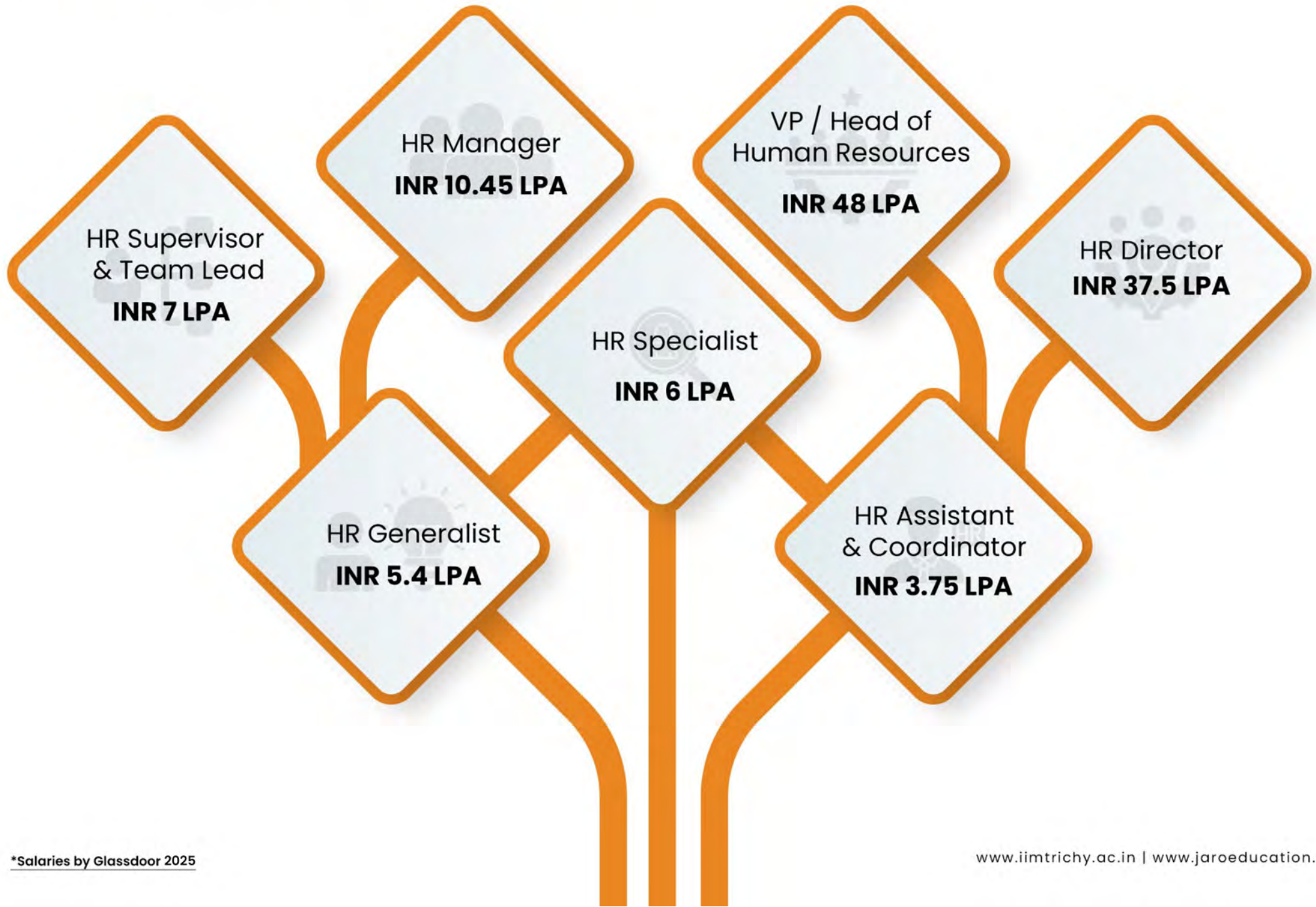
Forbes

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. Godwin Tennyson

**The Director in Charge,
Indian Institute of Management Tiruchirappalli**

Indian Institute of Management Tiruchirappalli (IIMT), established in 2011 as the 11th IIM by the Government of India, has successfully completed 15 years of growth and excellence. Located in Tiruchirappalli—a city renowned for its rich cultural heritage and evolving educational ecosystem—the Institute operates from its state-of-the-art 175-acre campus. IIM Tiruchirappalli also has a satellite campus at Chennai.

With a mission to nurture a dynamic learning environment that creates and disseminates knowledge of global standards, the Institute has grown from an initial intake of 84 students to a vibrant community of over 1000 learners through diverse programmes such as: Post Graduate Programme in Management (PGPM); Post Graduate Programme in Management – Human Resources (PGPM - HR), Post Graduate Programme in Business Management (PGPBM), Doctoral Programme in Management (DPM) and Executive Doctoral Programme in Management (EDPM).

The Executive Education & Consulting (EEC) activity plays a significant role in industry engagement through its wide range of management development programmes, short- and long-duration programmes, blended learning programmes, faculty development programmes, and e-learning initiatives, aimed at enhancing managerial competencies. Thousands of participants have been trained and several hundreds are currently getting trained to impart management education through the programmes offered by the EEC.

IIMT emphasizes continuous learning as the foundation for value creation and leadership development. The institute is transcending to newer heights and continuous learning is the foundation for better value creation; IIMT aspires to instill in its students and executive education participants an unceasing desire to learn. Through a carefully designed curriculum, we shape our students and executive education participants as future leaders with deeper understanding. The post graduate programmes at IIMT leading to MBA degree are all accredited by AMBA, which places the institute among the top 2% of the global business schools. IIM Tiruchirappalli is also consistently ranked among the top b-schools in the country.

The Institute's key strength lies in its distinguished faculty and dedicated non-teaching staff, who combine academic rigor with innovative pedagogy while instilling strong values. IIMT fosters a culture of inquiry, critical thinking, and high-quality research, supported by a well-equipped Learning Resource Centre that enables the creation of globally relevant knowledge.

IIM Tiruchirappalli continues to expand its academic and industry collaborations at national and international levels. Initiatives such as 'Make a Difference' further reinforce its commitment to social responsibility and nation-building.

As the Institute advances on its growth trajectory, it remains committed to its vision of emerging as a leading global management institution with a significant impact on business and society, while inviting all stakeholders to be part of this transformative journey.

Message from the Dean



Prof. P. Saravanan

**Dean - Corporate Relation & Faculty Affairs,
Indian Institute of Management Tiruchirappalli**

At IIM Tiruchirappalli, Executive Education & Consulting (EEC) is firmly rooted in the Institute's commitment to academic excellence, industry relevance, and societal impact. Its mandate is to conceptualize and deliver high-quality learning interventions that enable professionals and organizations to navigate complexity, foster innovation, and sustain long-term growth.

The EEC portfolio comprises Management Development Programmes (MDPs), Faculty Development Programmes (FDPs), and both long- and short-duration certificate programmes. Delivered through carefully curated online, blended, and in-person formats, these programmes are designed to support professionals across different stages of their careers in enhancing capabilities, broadening perspectives, and accelerating their development journeys. Each offering is aligned with contemporary business and institutional needs, integrating rigorous academic research with practical application, and is delivered by faculty members who combine scholarly expertise with a strong understanding of industry realities.

EEC's collaborations with leading public sector undertakings, corporates, and government institutions reflect a shared commitment to capability building at scale. Through initiatives aligned with national priorities, including the Malaviya Mission Teacher Training Programme, IIM Tiruchirappalli continues to contribute meaningfully to institutional strengthening and leadership development.

In the eLearning space, EEC has expanded its reach through strategic partnerships and a steadily growing portfolio of digital programmes. This has enabled the Institute to engage a diverse and geographically dispersed learner base, while significantly enhancing the visibility and standing of IIM Tiruchirappalli in the executive education ecosystem.

Looking ahead, EEC remains focused on deepening academic rigour, building enduring industry partnerships, and delivering measurable value to all stakeholders. It is committed to creating transformative learning experiences that advance professional excellence, strengthen organizational effectiveness, and contribute to broader societal progress.

PROGRAMME DIRECTORS



Prof. Vijaya V

Programme Director

Associate Professor, IIM Tiruchirappalli

Vijaya.V is a Psychologist trained in Organisational psychology, psychometry and research methods. She completed her Doctoral Programme in HRM from the Indian Institute of Technology, Madras in 2000 and has been teaching for more than ten years on Psychology, Organisational behavior and Human Resource Management including courses on Organisation Theory & Practice, Organisational Behaviour, Organisation Development & Change, Learning and development, Performance Management and HR Analytics in regular management programmes as well as executive management education programmes.

As a researcher, she has worked on sponsored projects of DSIR as well as ICSSR. She has published empirical and conceptual articles and has also presented in various national and international conferences and forums. She has also authored some book chapters. She is a UGC Fellow and has also qualified for the ICSSR Young Social Scientist Research Award and has conducted research on psychological contract in the IT sector. Her research interests include the Social psychology of teams and organizations, how knowledge develops through Networks and Relationships & the Psychological Contract.

Her core competence is HR Analytics; to scientifically study with a quantitative and qualitative emphasis various human and organizational contexts and apply behavioural science knowledge to help improve organizational effectiveness. As a psychologist, she is trained in counseling and assessing team level synchronization issues in various contexts and in designing and conducting organizational diagnostic surveys.

Dr. Vijaya is a Belbin Team Roles Accredited Consultant. She is also trained in principles of Value engineering by the Indian Value Engineers Society and is an Associate Value Specialist awarded by the Society of American Value Engineers International. She is member of National Academy of Psychology. She is also on the Board of Studies of a few Centres of Management and Psychology and provides Guidance in Academic Curriculum Development.



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



3-Day Campus Immersion

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.



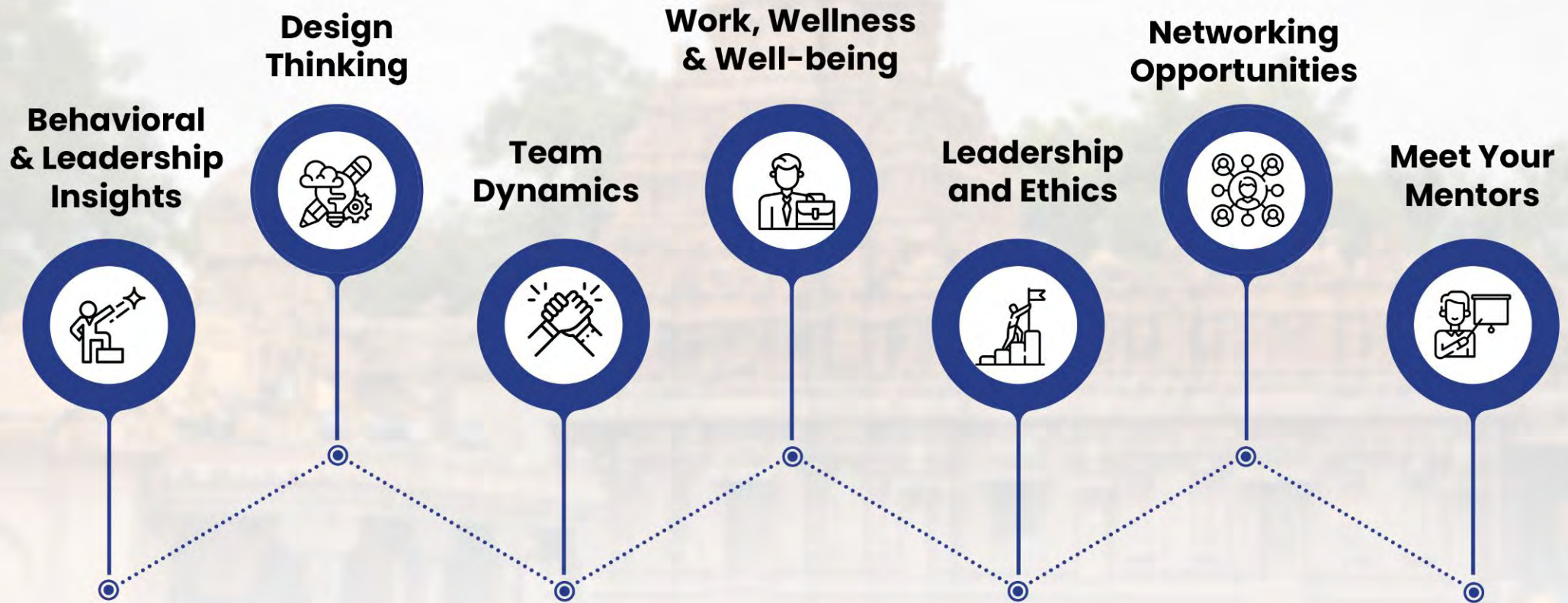
Develop skills to strategically align different functional dimensions of HRM.

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 of mandatory campus immersion will be conducted at IIM Trichy.

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: 12th September 2026
- Programme Commencement Date: 13th September 2026

PROGRAMME FEE STRUCTURE

Application Fee - INR 2500/- +GST

Total Programme Fee
(Exclusive of Application Fee)

INR 2,41,000/- + GST

Instalment Pattern

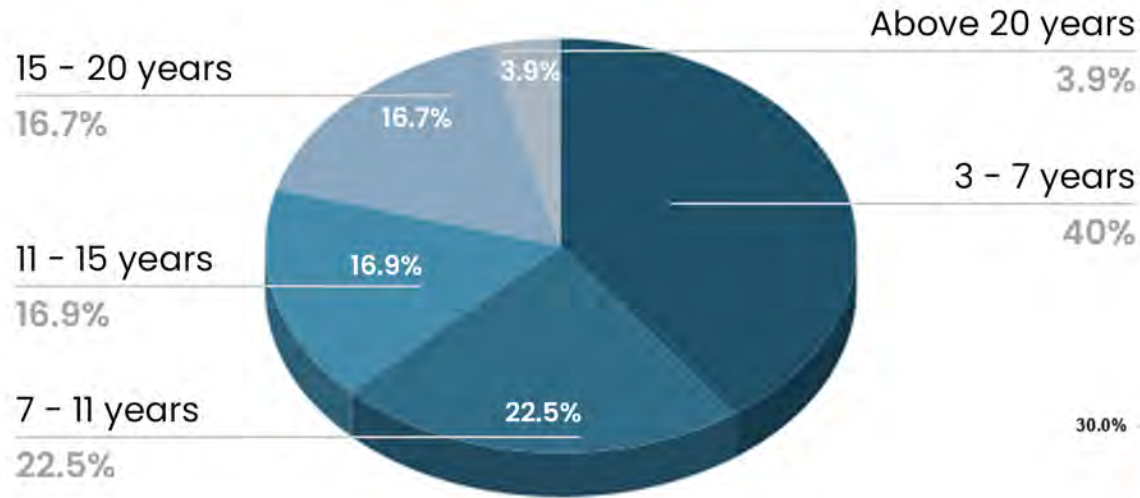
Instalment 1 : INR 90,000/- + GST (Within 3 Days of the Offer)

Instalment 2 : INR 75,500/- + GST (10th December 2026)

Instalment 3 : INR 75,500/- + GST (10th March 2027)

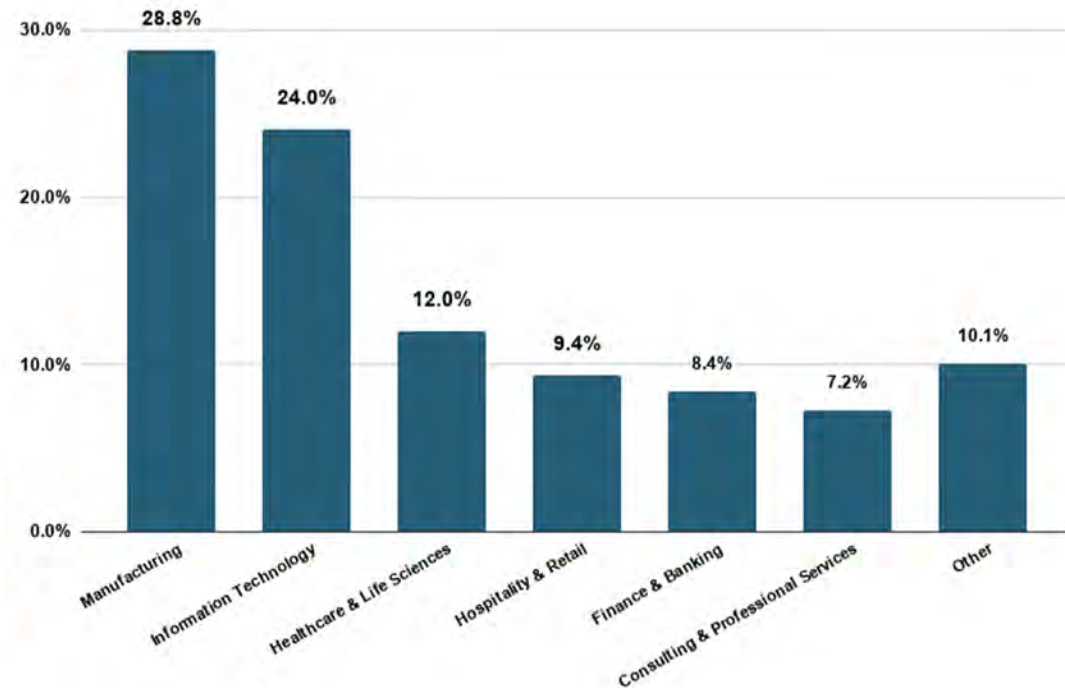
Easy EMI Options Available

RECENT BATCH ANALYSIS



Work Experience

Industry Profile of Professionals

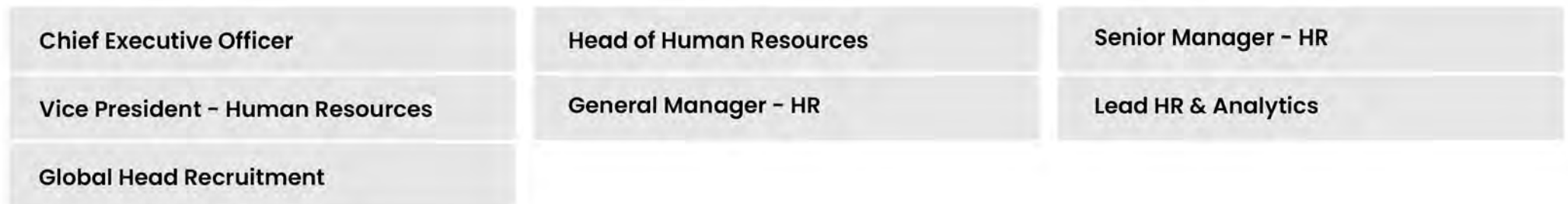


RECENT BATCH ANALYSIS

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 06 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



 jaro education

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
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."



BIJIGISHA JENA

Talent Acquisition Specialist
NxtWave

"Enrolling in the one-year SHRM programme at IIM Trichy was a significant step in my career, and I'm grateful Jaro Education was there throughout. From the very start, their team provided timely updates, clear communication, and seamless coordination that made balancing work and studies far less daunting. Whenever I had a query or concern, their support was prompt and reassuring. What could've been a stressful journey turned into a smooth, enriching experience—thanks to their professionalism and commitment. Jaro Education wasn't just a facilitator; they were a dependable partner in my academic and professional growth."



UMMU AIMEN

Trainee
HackingFlix

"As a passionate HR professional, I aspired to pursue a programme that would enhance my skills and add distinction to my career. I'm grateful to Jaro Education for guiding me to the SHRM programme at IIM Trichy. The programme structure, rich content, and live sessions have been truly inspiring. The interactive classes offer practical insights and have helped me grow to the next level. I'm confident in the decision I've made to upskill. Thank you, Jaro Education and IIM Trichy professors, for providing such a valuable and transformative learning experience."



D. GEETHANJALI

Manager HR
Suryabala Motors & Wheels Pvt Ltd

"I pursued the program to strengthen my strategic HR knowledge and gain practical exposure to areas like employee relations and compliance. It improved my decision-making and helped me approach HR challenges more strategically, while boosting my professional confidence. The faculty delivered engaging, practical learning through real-world case discussions. I would recommend this program for its strong blend of theory and application for HR professionals looking to grow. My experience with Jaro Education was smooth and supportive, with consistent guidance throughout the program."

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. IIM 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



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

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Jaro Education Programme Expert

Mr. Karthikeyyan



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