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- One of the fastest growing Human Resource consulting, Testing and Training organizations in Asia.
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- Exclusive trainers and consultants for several Fortune 500, Global 100 and BT 500 companies.
- HR, HRD, OB, OD and Industrial Psychology solutions that are customized and result- oriented.

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# Masters Diploma in Industrial Psychology, OB & HRD (MIO&HRD)

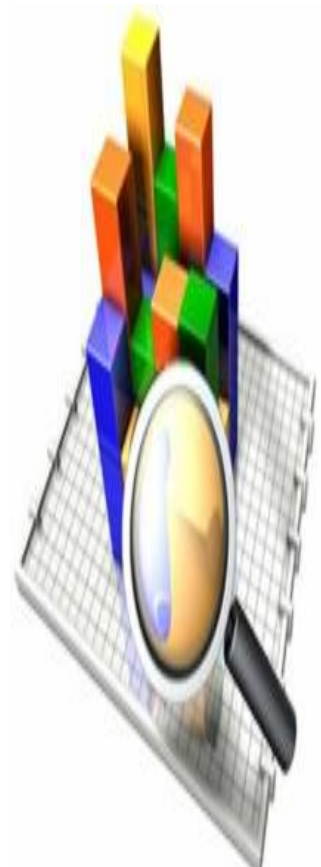
## OBJECTIVES

- To equip with **Theory** and **Application** in the field of Industrial Psychology, OB, and HRD.
- To familiarize with the **application** of principles of behavioral sciences and HRD so as to improve personal and organizational effectiveness, to create ideal work culture, to become expert OD practitioner.
- To help achieve higher productivity and profitability through better **quality of work life** for themselves and their colleagues.

## METHODOLOGIES

The program is spread over 6 papers along with a project work to be covered in 9 months duration using

- Study Material
- Assignments
- Assessment and Certification



## Course Outline

The course will comprise of following segments (Modules):

**MODULE-1: Advance Industrial Psychological and Organizational Behavior**

**MODULE-2: Human Resource Development (Theory and Applied)**

**MODULE-3: Organization Development**

**MODULE-4: Principle of Management**

**MODULE-5: Training and Development**

**MODULE-6: Research Methods and Statistics in Organizational Research**

**MODULE-7: Project work**



## **MODULE-1: Advance Industrial Psychology and Organizational Behavior**

**OBJECTIVE:** To give a general introductory overview of contemporary trends in Industrial and Organizational Psychology and Organizational Behavior with reference to Human Resource Development.

### **SECTION -1: Individuals in Organization:**

Understand Human Behavior, The Individual, Values and Attitudes. His/her Personality, Perception, Motivation, Learning

### **SECTION -2: Individuals and Groups:**

Group Behavior and Group Dynamics Communication, Leadership, Power and Conflict

### **SECTION -3: Organizational Structure and OD:**

Job Designing, Performance Evaluation & Rewards, Management By Objectives Organization Development.

### **SECTION -4: OB in India:**

O.B. Indian Scenario and O.B. Research in India Motivating Employees in Indian Organization, Leadership in Indian Culture.

### **SECTION -5: General Introduction to Human Resource Development:**

## **MODULE-2: Human Resource Development (Theory and Applied)**

Introduction, Nature and the Concept of HRD. Areas Scope of HRD Man Power Planning, forecasting, Demand and Supply, Manpower Standard.

Job Design and Job analysis, Career Planning and Career Succession. Performance and Potential Appraisal & Counseling Compensation (Improving Productivity and Quality of work life).



### **MODULE-3: Organization Development**

Nature, definition and process of OD History of Organizational Development OD Intervention techniques:

1. Planned intervention - Conflict and conflict Resolution. Laboratory interpersonal and Group Process Interventions.
2. Comprehensive Intervention - Confrontation meetings, survey feedback, Likert's system & Grid, O.D. Contingency Model.
3. Structural Interventions – Job-design, MBO, Socio-technical system as Tools of O.D.

### **MODULE-4: Principle of Management**

Nature and Definitions of Management, Emergence of Management – Various Definitions of Management Science and art of Managing.

Managerial Functions:

**Planning** -Definitions - Factors in planning - Steps in Planning.

**Organization:**

Definitions - Organization - Principles Delegation and Span of Control, Line and Staff-co-ordination- Departmentation - Factors Influencing Organization Structures - Formal and Informal Organizations.

**Directing:**

Definitions - Elements Involved - Leadership, Motivation and Communication.

Coordinating: Coordinating Management Activities Responsibility for Coordination.

**Controlling:**

Definitions –

The Nature of Control – The objective, Areas and Processes of Control – Control Network – Standards and Standards Costs – Management Information for Controls (MIS) – Types of Control through Motivation – Control by Ad hoc decisions – Internal Control Requirements for An effective Control System.

**Roles of Managers:** His work, Skills, Managerial Organizations, Managerial Effectiveness.



## SUPPORT DURING COURSE:

- **Assignment sharing / different cases exposure:** We have online platform where you can access cases and assignments of other participants. This will give you exposure to different situation.
- **Queries:** In the same session you can also solve all your queries by discussing your doubts.
- **Email / phone support:** Once in a week, you can also ask your questions by way of writing an email or calling us.
- **Five years of ongoing learning:** You will get membership to our LinkedIn group which is exclusively for Salahkaar Consultants' students and is aimed at long term knowledge sharing.
- **Recruitment support** (if we are lucky to match a job): We are into HR professional hiring and we work globally. You being in our touch will help us forward those jobs as there is something matching your profile.





## **MODULE-5: Training and Development**

Nature of training and development, Objectives Of Training, Assessment of Training Needs, Designing of training programs, Methods of training -Lecture, Discussion, Role-plays, Games, In basket Exercises, Use of Audio-visual Aids, Evaluation of training programs

## **MODULE-6: Research Methods and Statistics in Organizational Research**

Meaning of Research, Types of Research, Formation of a Research Problems, Hypothesis, Steps in Research.

Measures of Central Tendencies, Measures of Variability, Concepts of Correlation, Some Methods of Correlation, Test of Significance of the Difference between Two Means, Chi-square Test, Co-efficient of Contingency, Regression Analysis.

Tools for Data Collection: Questionnaire, Interview, Observation, Survey, Methods.

## **MODULE-7: Project work**

## **DURATION**

6 months

## **COURSE FEE**

USD 675 (for other than Indian subcontinent, inclusive postage) / INR 24,500 (for India, inclusive postage). You can pay in installment through post dated cheques.

