

Strategic Human Resource Management

March 11 - 15, 2019 at ASCI, Hyderabad
Study Tour: Malaysia and Singapore:
March 16 - 22, 2019



SHRM



asci
Leadership through Learning

Administrative Staff College Of India

In collaboration with

SHRI
Bringing HR to the fore

Singapore Human Resource Institute
Singapore

OBJECTIVES

To help the participants upgrade their knowledge base in SHRM through exposure to emerging conceptual frameworks and methodologies.

To enable the participants to align the HRM function with organizational goals and to formulate and implement the company's strategies through a plethora of HR activities.

To develop the participants as wholesome HR professionals through exposure to best practices of SHRM in world-class organizations.

PERSPECTIVE

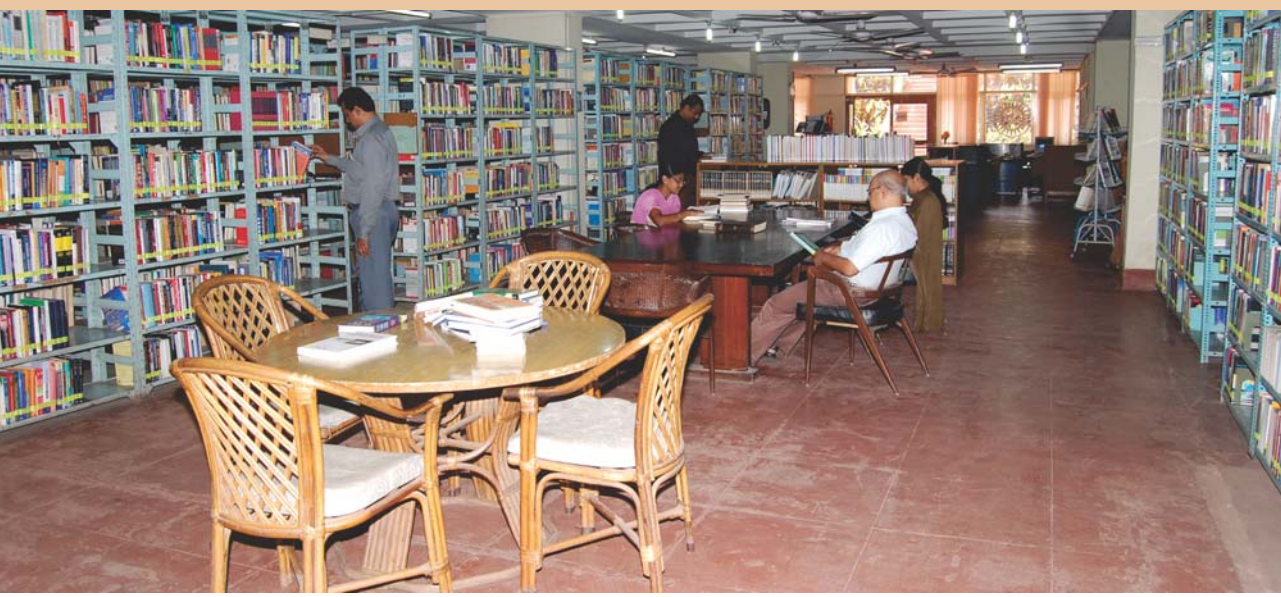
The contemporary dynamic business environment poses tremendous challenges for the Human Resource Management function in organizations. Traditional HRM models and processes may not be pertinent; instead, strategic human resource management (SHRM) is the need of the hour. The primary goal of SHRM is to enhance employee productivity by focusing on business goals.

HR is now being conceived more as a strategic partner in the formulation and implementation of the company's strategies rather than merely as administrative support. Strategic HR deals with linking of human resources with strategic goals and objectives in order to improve business performance. There is a growing consensus that implementing SHRM leads to improved organizational performance. Therefore, the aim of the programme is to shift the HR professional's mindset from "what I do" to "what I deliver", and to help HR professionals align their HR processes with organizational strategies and enable them to understand the various aspects of strategic human resource management.

CONTENTS

SHRM: Conceptual Framework

- HR as-Strategic Partner
 - Change Agent
 - Employee Champion
 - Administrative Expert
- Competency Based HRM
- Performance Management System
- Industrial Relations & Labour Laws
- Emerging Trends & Challenges in Learning & Development
- Developing Strategic HR Vision
- Strategic HR for Value Creation





METHODOLOGY

The programme will use a learner-centric approach and a rich blend of multiple experiential methods such as group discussions, case studies, exercises, lectures, etc. The participants will be provided opportunities to develop strategic action plan documents.

ELIGIBILITY

Senior and middle level executives in-charge of Human Resource function, primarily responsible for core HR aspects. Senior executives from other functions and entrepreneurs will also find this programme useful.

Organisational sponsorship is essential

Learning from Study Tour

On completion of Indian Module at ASCI, the participants would be undertaking a study tour to Malaysia and Singapore, which are very close to the Indian Cultural context. The tour is aimed at providing the opportunity to experience best practices followed by some of the world-class organizations. The tour will comprise structured visits to world-class organizations in various sectors with presentation from their senior managers in their premises. The exposure to best practices followed by world-class organizations will not only provide firsthand experience but also help participants develop new ideas, initiatives and processes that will be relevant to the participants to keep themselves abreast with the latest trends and developments in the HRM.

INTERNATIONAL PHASE

The uniqueness of ASCI SHRM is its dual nature: a full-fledged, structured one-week academic programme at Hyderabad - India, which culminates in one-week, enriching overseas learning experience with structured visits to world-class organizations in Malaysia and Singapore. On completion of the programme, a Certificate of Participation is given by the College.

KEY INFORMATION

At ASCI, Hyderabad

March 11 - 15, 2019

Programme Fee

Rs.2,58,000/- (US\$ 5240 if foreign) plus GST 18% per participant will be charged. The fee covers the cost of stay at ASCI, tuition and courseware (in electronic form) for India and Collaborating institutions in Malaysia and Singapore. It also includes return airfare (ex-Hyderabad), visa fees, taxes and coach expenses for visits and related expenses. (Foreign participants have to arrange visas at their own cost in their respective countries before they arrive in India).

Study Tour

Malaysia and Singapore: March 16 - 22, 2019

Stay expenses Abroad

Accommodation, food and sight-seeing and out of pocket expenses at both Malaysia and Singapore will have to be borne by the participants out of their per diem entitlement. This is not included in the Programme fee.

Important

Travel and stay arrangements will be made by ASCI for administrative convenience. Best possible alternatives will be attempted within the entitlements of participants.

The nominee should possess a passport valid up to end September, 2019 with the stamp "Emigration Check NOT required". The passport along with four passport size Head to Chin) Matt Finish Close-up Photographs (mandatory requirement for Singapore Visa), four ordinary passport size colour photographs and visa forms duly filled in, should reach the Programme Director soon after the nominations, but not later than February 18, 2019 as the visa processing for two countries requires six full working days.



PAYMENT MODE

Note: Kindly forward us the details of Bank/Wire transfer of fee payment indicating the Programme Code (Prg/18-19/1/91) to e-mail: income@asci.org.in for confirmation.

Bank details are given below:

For Indian Participants :

Bank Account Number 62090698675
Beneficiary Name Administrative Staff College of India
IFSC Code SBIN0020063
Bank Name State Bank of India
Branch Address Bellavista Branch, Raj Bhavan Road, Somajiguda, Hyderabad - 500 082

For Foreign Participants:

Bank Account Number 62090698960
Beneficiary Name Administrative Staff College of India
Swift Code SBININBBH04
Bank Name State Bank of India
Branch Address Bellavista Branch, Rajbhavan Road, Somajiguda, Hyderabad - 500 082.
Nostro Account(Optional) 6550992180

Programmeme fee is payable by wire transfer to the College Bank account as mentioned above before the commencement of the Programme. In case of administrative delay in processing the fee, please ensure early registration of participants' name, with their email ID and mobile number and the fee following later.

LAST DATE FOR RECEIPT OF NOMINATION FORM

February 18, 2019

PROGRAMME DIRECTOR

Prof. J Swarnalatha

Associate Professor

Centre for Human Resource Development

0091-40-66534265/+91 8885550444, swarnalathaa.j@asci.org.in

For further details, please contact

Mr. G. Srinivas Yadav

Programmes Officer

ASCI, Bella Vista, Raj Bhavan Road, Khairatabad, Hyderabad.

Phone: 0091-40-66534247 Fax: 0091-40-66534356, E-mail: poffice@asci.org.in



ASCI MANAGEMENT DEVELOPMENT PROGRAMMES FOR 2018-19

MANAGEMENT DEVELOPMENT PROGRAMMES

Program for Young Managers	26-Nov-18	30-Nov-18
MDP for Women Executives	03-Dec-18	07-Dec-18

BUSINESS COMMUNICATION

Individual Excellence for Organizational Effectiveness	26-Nov-18	30-Nov-18
Leadership Skills Development	17-Dec-18	21-Dec-18
Communication Skills for Managers	21-Jan-19	25-Jan-19
Managing Creativity & Innovation	04-Mar-19	06-Mar-19

ECONOMICS

Financial Systems, Management and Accountability in Government	26-Nov-18	30-Nov-18
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ENERGY

Renewable Energy Regulation	21-Jan-19	23-Jan-19
Smart Grid Technology and its Application in Power Sector	10-Dec-18	12-Dec-18

ENVIRONMENT

SDGs and Climate change: Opportunities and challenges of adaptation and mitigation	03-Dec-18	05-Dec-18
Climate Change Adaptation and Disaster Risk Reduction	04-Feb-19	06-Feb-19

FINANCE

Finance for Non-Finance Executives	10-Dec-18	12-Dec-18
Infrastructure Financing	19-Nov-18	23-Nov-18
Entreprise Risk Management	04-Feb-19	07-Feb-19
Strategies for Cost Leadership	23-Jan-19	25-Jan-19
Advanced Financial Management	11-Feb-19	13-Feb-19

HEALTH CARE MANAGEMENT

Certificate Course in Health Care Quality	28-Nov-18	30-Nov-18
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HUMAN RESOURCES DEVELOPMENT

Best Practices and Innovation in Health Care Delivery	14-Nov-18	16-Nov-18
Ensuring Health Care Quality: Risk Management and Innovation	16-Jan-19	18-Jan-19
Programme on Conflict Management and Negotiation Skills	10-Dec-18	12-Dec-18
Programme on Building and Leading Effective Teams	04-Feb-19	08-Feb-19
Positive Organizational Behaviour	04-Feb-19	06-Feb-19
Decision Making for Effective Leadership	18-Feb-19	20-Feb-19
Team Dynamics: Activity Based Approach	10-Dec-18	14-Dec-18
Effective Trade Union	12-Nov-18	16-Nov-18
Leadership Engagement and Development	10-Dec-18	14-Dec-18

Personal Effectiveness	07-Jan-19	09-Jan-19
Enhancing Interpersonal Effectiveness through Transactional Analysis	18-Feb-19	20-Feb-19
Strategic Human Resource Management with International Study Tour	11-Mar-19	23-Mar-19

INFORMATION TECHNOLOGY

Strategic R&D Management	10-Dec-18	12-Dec-18
Leveraging Big Data and Analytics	19-Dec-18	21-Dec-18

INFRASTRUCTURE DEVELOPMENT

Urban Infrastructure Project Preparation and Management	07-Feb-19	09-Feb-19
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LAND ACQUISITION, RESETTLEMENT AND REHABILITATION

Index-based Crop Insurance-Concepts, Design and Implementation	17-Dec-18	19-Dec-18
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MARKETING

High Impact Sales Management	10-Dec-18	15-Dec-18
Creating Social Value Through Corporate Social Responsibility	14-Jan-19	16-Jan-19

OPERATIONS

Procurement Procedures for World Bank Aided Projects	19-Nov-18	30-Nov-18
Materials and Supply Chain Management	03-Dec-18	07-Dec-18
Project and Contract Management	07-Jan-19	11-Jan-19
Procurement Procedures for World Bank Aided Projects	11-Feb-19	22-Feb-19

PUBLIC POLICY GOVERNANCE AND PERFORMANCE

SDGs and Good Governance	25-Mar-19	29-Mar-19
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POVERTY STUDIES AND RURAL DEVELOPMENT

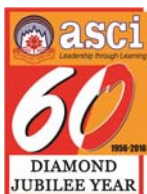
Capacity Building Program on Rural Industrial Development and Entrepreneurship	07-Jan-19	11-Jan-19
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STRATEGIC MANAGEMENT

Creating Progressive Boards	November 2018	
Driving performance through Transformational Leadership	18-Feb-19	22-Feb-19

URBAN GOVERNANCE

Change Management for Achieving Continuous Water Supply (24/7) For All In Urban Areas	29-Nov-18	01-Dec-18
Faecal Sludge Septage Management	21-Jan-19	23-Jan-19
International Certification Programme – Change Management for Achieving Continuous Water supply for All in Urban Areas - (India, Jerusalem and Tel Aviv, Israel)		



Administrative Staff College of India

Bella Vista, Raj Bhavan Road, Khairatabad,
Hyderabad - 500 082, India.

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New Delhi - 110 016

Phone Nos: 011 - 26962204, 26961750, 26961850

Website : <http://www.asci.org.in>



ADMINISTRATIVE STAFF COLLEGE OF INDIA

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e-mail: poffice@asci.org.in, URL: <http://www.asci.org.in>

Prof. J Swarnalatha

Programme Director

October 30, 2018

Dear Sir/Madam,

Programme on Strategic Human Resource Management

March 11 - 15, 2019 at ASCI, Hyderabad

Study Tour : Malaysia and Singapore: March 16 – 22, 2019

There are several challenges involved in implementing Strategic Human Resource Management (SHRM) in Indian Organizations. It is widely documented that there is significant difficulty in linking HR strategies to business goals in organizations. This programme would help HR professionals align their HR processes with organizational strategies and get an understanding of various aspects of strategic human resource management.

Keeping the above in view, the Administrative Staff College of India in collaboration with National Institute of Public Administration (INTAN), Malaysia and Singapore Human Resource Institute (SHRI), Singapore, has launched a programme on "Strategic Human Resource Management". The aim of the programme is to equip participants with the body of knowledge of SHRM and implementing the same into demonstrable terms. On completion of Indian Module at ASCI, the participants would be undertaking a study tour to Malaysia and Singapore to experience best practices followed by some of the world-class organizations through structured visits with presentations from their senior managers in different organizations.

A brochure outlining the details of the above programme and other pertinent information together with a nomination form is enclosed. If you need any additional information, please do contact us.

The programme is meant for senior and middle level executives connected with the responsibility of managing human resources, including those dealing with HRD, Employee Appraisal, Man Power Planning, Employee Relations, etc.

The last date for the receipt of nomination form is February 18, 2019. Since we expect this programme to attract a large number of nominations, we advise you to send in your nomination well before this date to enable us to give due consideration. Accordingly, you can make your plans for the release of the nominee(s) for the programme. Facsimile of nomination form can be used.

Please note that the nominees are requested to carry with them the proof of Medical Insurance. The Sponsoring Agency is required to endorse the nominee's Medical coverage in the event of hospitalization.

Thank you for your interest and support for Management Development Programmes of the College.

Sincerely,

J. Swarnalatha

Encl: Brochure & Nomination Form



ADMINISTRATIVE STAFF COLLEGE OF INDIA
 Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, India

Nomination Form
Programme on
Strategic Human Resource Management
 March 11 - 15, 2019 at ASCI, Hyderabad
 Study Tour : Malaysia and Singapore: March 16 – 22, 2019

Part A: To be filled in by the nominee

Please affix
 Your Photograph
 Here

Nominee's Personal Information

Name (Mr./Ms./Any other_____)			
Designation			
Date of Birth			
Address for Communication (Official)			
Phone(s)	Business:	Home:	Mobile:
Fax		E-mail:	
Name as in Passport	Issued at	Passport No.	Validity upto

Your Education (Graduation onwards)

Degree	Institution	Year	Subject

Your Experience in the Present Organisation

Position	Reporting to	Responsibility	No. of Years

Your Experience in Previous Organisation(s)

Organisation	Position	Reporting to	Responsibility	No. of Years

SHRM - 2019

What are your expectations from this Programme?

Important Management Development Training Programmes Attended

In ASCI		Other Institutions		
Year	Programme Title	Institution	Programme Title	Year

Your Health

Good; Fit for overseas Travel Yes <input type="checkbox"/> No <input type="checkbox"/>	Specify chronic ailments if any (Please list)
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Medical Insurance

Name of the Insurance Agency	Policy Number	Validity upto

Note: Coverage should be available in Hyderabad, India

Date:

Signature

NOMINATION FORM
Part B: To be filled in by the Sponsor

Sponsoring Organization: Business Information

Name of the Organisation		Sector	
Address & Contact Numbers			
	Phone (s):	Fax:	
	E-mail:		
Range of Services / Products			
Size (in Rs. lakhs)	Revenue	Asset Base	Employees

Programme fee payable to Administrative Staff College of India

Payment Amount		Mode of Payment (DD/Cheque)	
Instrument Number		Date of Instrument	
Name of the Bank			

Name & Designation of Sponsoring Authority

Signature:

Date:

Filled in Nomination forms and the demand draft/Cheque may please be sent to:

The Programmes Officer
 Administrative Staff College of India
 Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, India
 Phone : +91-40-66534247, Fax: +91-40-66534356 / 23324365, E-mail: poffice@asci.org.in