Admission Brochure 2017-19

MASTER OF HUMAN RESOURCE MANAGEMENT

Department of Humanities and Social Sciences

Indian Institute of Technology Kharagpur

Legacy of IIT Kharagpur

- Established by the Government of India in 1951.
- The oldest, the largest and the most diversified among all IITs.
- 19 Academic departments, 8 multi-disciplinary centers and 13 schools of excellence in addition to laboratories and central research facility.
- The Central Library is one of the largest of its type. Its collection includes over 350,000 books and documents and it subscribes to more than 1,600 printed and online journals.

Department of Humanities and Social Sciences (HSS)

- One of the first departments set up when IIT Kharagpur came into existence in 1951.
- Houses many disciplines including English Literature and Communication, Economics, German, Philosophy, Psychology, Human Resource Management, and Sociology.
- HSS emerged as significant player in the field of Human Resource Management in the country and has also engaged in consultancy and management development activities.

Highlights of HSS (Last 5 years)

- PhD Degrees Awarded: 52
- Books Published: 13
- Journal Papers Published: 250 (Approx.)
- Research and Consultancy Projects Completed: 21
- Conferences and Seminars Organized: 16
- Training/Short Term Programs Organized: 40

Major Disciplines

- Human Resource Management
- English Language & Literature
- Communication Studies
- Economics
- German
- Philosophy
- Psychology
- Sociology

Faculty

Prof. P. Patnaik
PhD (Utkal University)

Prof. V. N Giri
PhD (IIT Kharagpur)

Prof. KBL Srivastava
PhD (IIT Kanpur)

Prof. Damodar Suar
PhD (IIT Kharagpur)

Prof. Chanda Chakraborty
PhD (University of Utah, USA)

Prof. R. K. Pradhan
PhD (Utkal University)

Prof. Anjali Gera Roy
PhD (IIT Bombay)

Prof. Sangeeta Sahney
PhD (IIT Delhi)

Prof. Suhita Chopra Chaterjee
PhD (IIT Bombay)

Prof. B. Behera
PhD (University of Bonn, Germany)

Prof. J. Chakraborty
PhD (IIT Kanpur)

Prof. Indrajit Dube
PhD (Calcutta University)

Prof. Seema Singh
PhD (BHU)

Prof. H. S. Komalesha
PhD (IIT Kharagpur)

Faculty (continued…)

Prof. Kishor Goswami
PhD (IIT Kharagpur)

Prof. Pulak Mishra
PhD (Vidyasagar University)

Prof. J. Mahakud
PhD (IIT Bombay)

Prof. Saswat Das
PhD (Utkal University)

Prof. Z. Hussain
PhD (University of Calcutta)

Prof. Uday Shankar
PhD (University of Delhi)

Prof. N. C. Nayak
PhD (Utkal University)

Prof. S. Chattopadhyay
PhD (University at Albany, SUNY, USA)

Prof. B. K. Sahoo
PhD (IIT Roorkee)

Prof. Anwesha Aditya
PhD (Jadavpur University)

Prof. G. S. Hiremath
PhD (Univ. of Hyderabad)

Prof. Inder Sekhar Yadav
PhD (Univ. of Hyderabad)

Prof. Rishab Rai
PhD (University of Delhi)

About MHRM

- Master of Human Resource Management is a flagship program of the Department of Humanities and Social Sciences designed in keeping with the current industry standards to offer students the right exposure and exemplary return on time and resources.

- HSS has been offering an M. Tech course in Human Resource Development since 1982, which has been restructured from 2010 as MHRM.

- MHRM is unique in its multidisciplinary character, diverse pedagogy and practical orientation to the corporate world.

Objective of the Course

- Train HR professionals to become strategic business partners.
- Prepare HR managers to understand and add value to business.
- Inculcate business ethics in HR professionals.
- Enable students to acquire strategic skills and adapt to emerging business challenges.
- Imbibe in students the values of entrepreneurship, team spirit, and social responsibility.

Why MHRM?
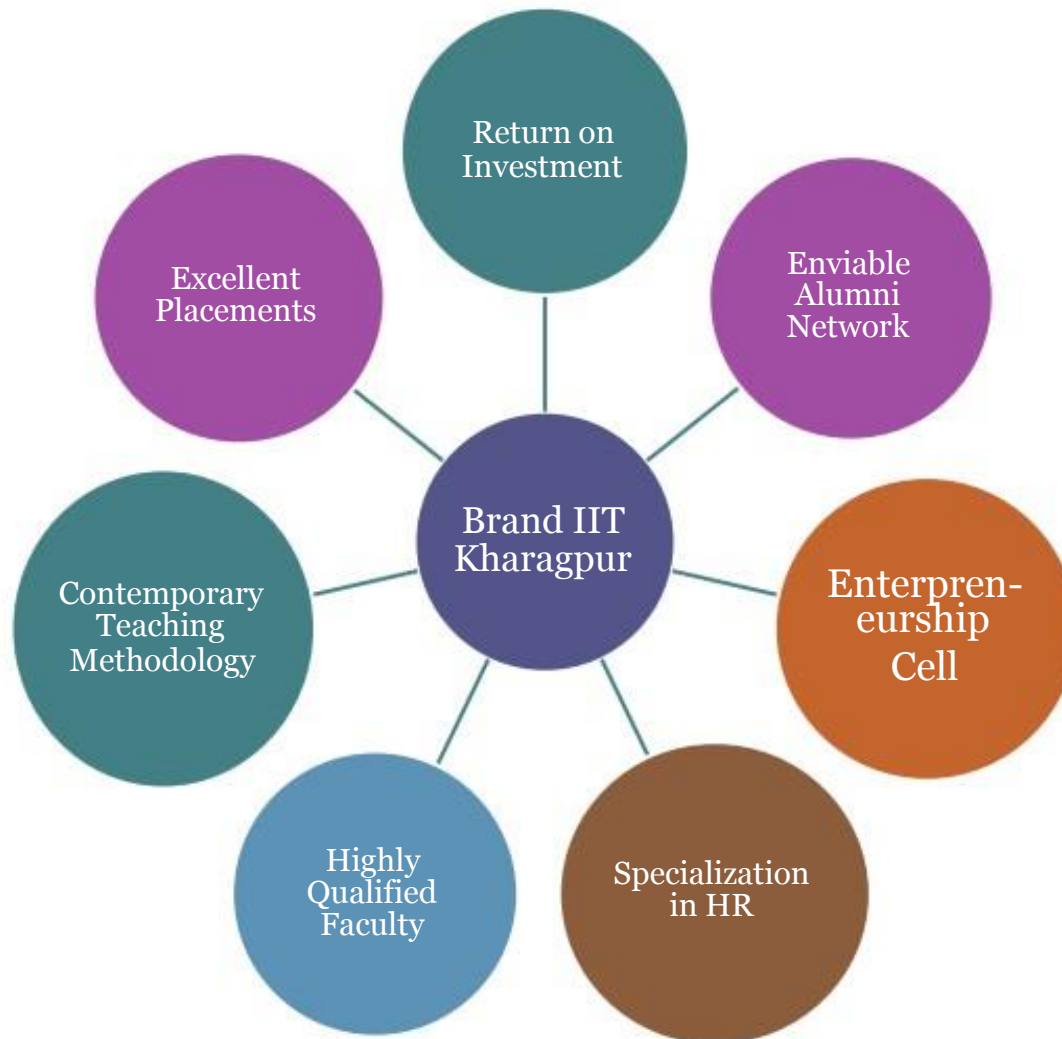
Course Structure

SEM I
- Industrial and Group Dynamics
- Organizational Structure and Dynamics
- Marketing I
- Business Economics
- Financial Management
- Labour and Industrial Law
- Business Communication
- Psychological Testing and Measurement Lab.
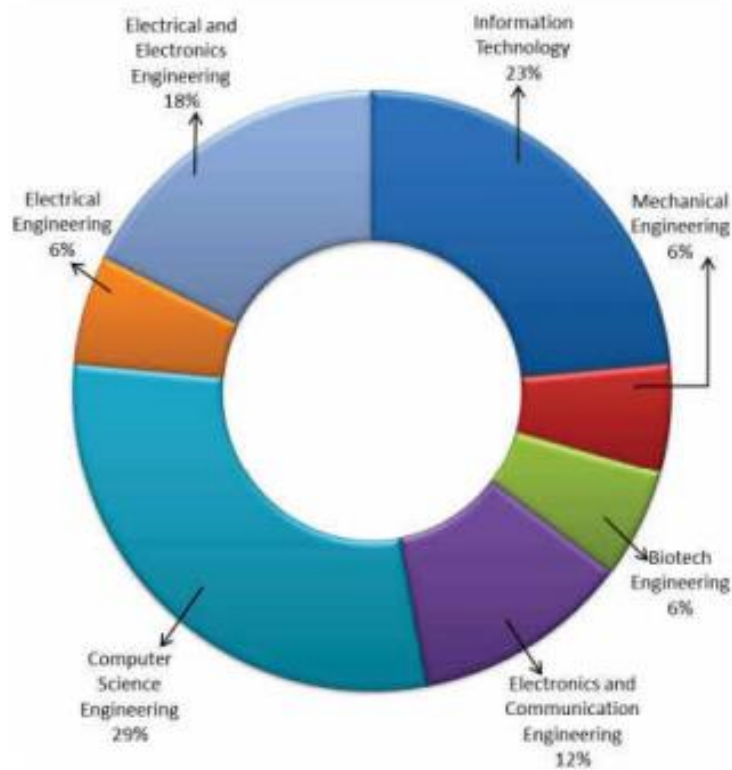- Basic Business Statistics Lab

SEM II
- Strategic Management
- Production and Operations Management
- Human Resource System
- Industrial Relations
- Manpower Economics
- Performance Management
- Research Methodology
- Emotional Intelligence at work
- Conflict Resolution and Negotiation
- IT and Business Application

SEM III
- Human Resource Development
- Business Environment and Policy
- Leadership
- Environment and Wellness
- Management of Change
- Corporate Social Responsibility
- Personal Growth Lab.
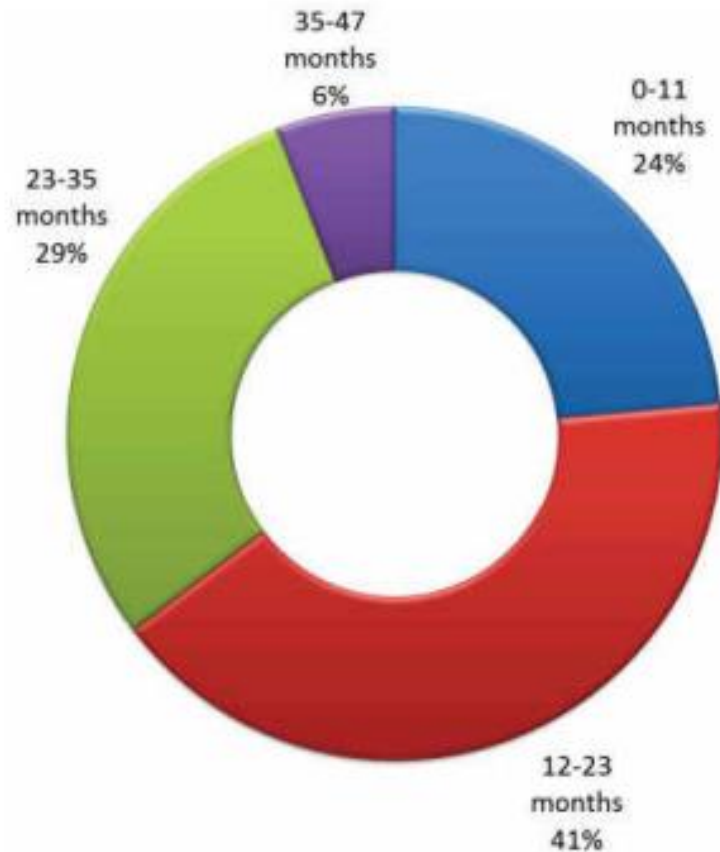- Project
- Organization Sociology
- HR Analytics

SEM IV
- Business Society and Ethics
- Compensation Management
- Human Resource Information System
- International HRM
- Project
- Comprehensive viva-voce
- HR Accounting
- Knowledge Management
- Strategic HRM
- Introduction to Intellectual Property right
- Interpersonal Communication

Student Profile - 2017 Batch

Academic Background

Academic Background chart:
- Information Technology 23%
- Mechanical Engineering 6%
- Biotech Engineering 6%
- Electronics and Communication Engineering 12%
- Computer Science Engineering 29%
- Electrical Engineering 6%
- Electrical and Electronics Engineering 18%

Work Experience

Work Experience chart:
- 0-11 months 24%
- 12-23 months 41%
- 23-35 months 29%
- 35-47 months 6%

Student Profile - 2018 Batch

Academic Background

Metallurgical and Materials Engineering 5%
Life Sciences 15%
Chemical Engineering 5%
Electronics and Communication Engineering 40%
Computer Science and Engineering 15%
Mechanical Engineering 10%
Manufacturing Technology 5%
Information Technology 5%

Work Experience

48+ months 5%
36-47 months 15%
0-11 months 35%
24-35 months 25%
12–23 months 20%
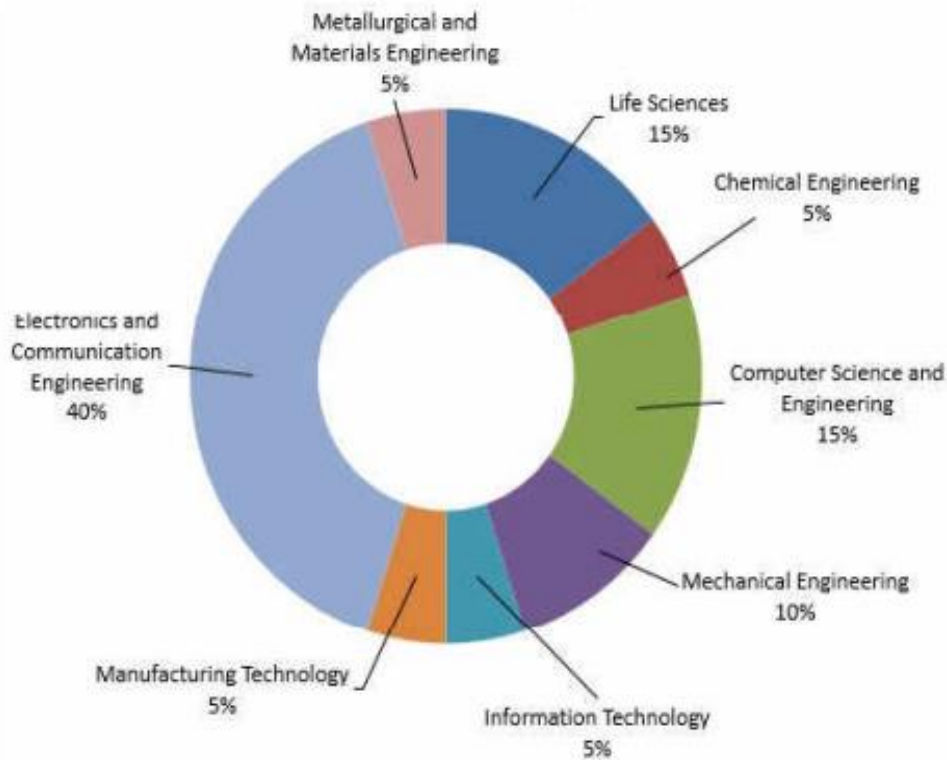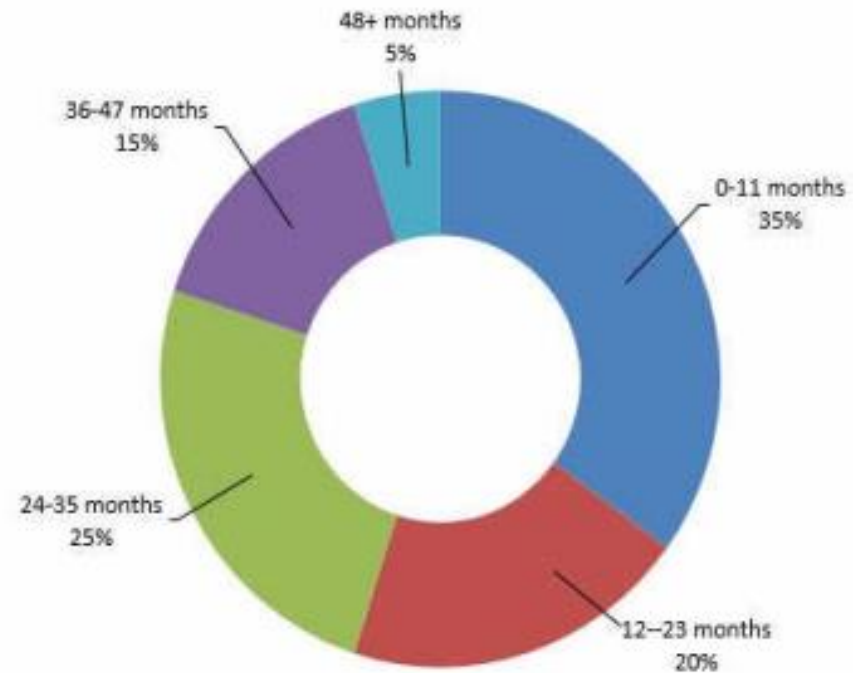
FINAL PLACEMENTS: THE FUTURE BECKONS

MHRM IIT Kharagpur witnessed another stellar placement season for the outgoing batch of 2016. The final placement process saw participation from 12 different organizations and a total of 16 offers were made for 13 students. Organizations from diverse domains like IT/ITES, BPO, Construction, Consulting, Retail, E-Commerce, and Financial Services participated in the final placement process

The batch of 2014-16 recorded an increase of 9% remuneration when compared to the previous batch, which reinforces the faith of industry in MHRM IIT Kharagpur and its talent pool.

QUICK FACTS
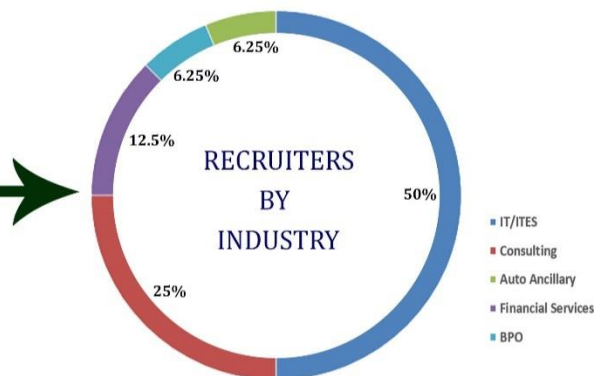
Total No. of Students - 15

No of students opted out - 2

Average CTC - 9.81 lakhs/annum

Highest CTC Offered - 12.7 lakhs/annum

Median CTC Offered - 9.2 lakhs/annum

12 Recruiters

13 Students

16 Offers

100% Placement

23% more than 1 offer

RECRUITERS BY INDUSTRY

- 50% IT/ITES
- 25% Consulting
- 12.5% Financial Services
- 6.25% Auto Ancillary
- 6.25% BPO

Partial list of Recruiters who have placed their trust in Brang MHRM

IBM | UST Global | Infosys | TATA CONSULTANCY SERVICES

Deloitte. | AXIS BANK

ANAND | Altisource | tega INDUSTRIES LTD

FAIRCENT | WIPRO Applying Thought | MOTILAL OSWAL Asset Management

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SUMMER INTERSHIP PROJECT

As a credit requirement for the course completion, students take up a mandatory internship during the months of May - mid July. The chief purpose of the SIP is to help students acquire knowledge concerning different facets of Human Resource Management. It also gives them an opportunity to apply what is learnt in the classroom to real life industry situations. Over the years, MHRM students have been offered challenging management roles across various sectors such as Banking & Finance, Manufacturing, FMCG, IT & ITES etc.
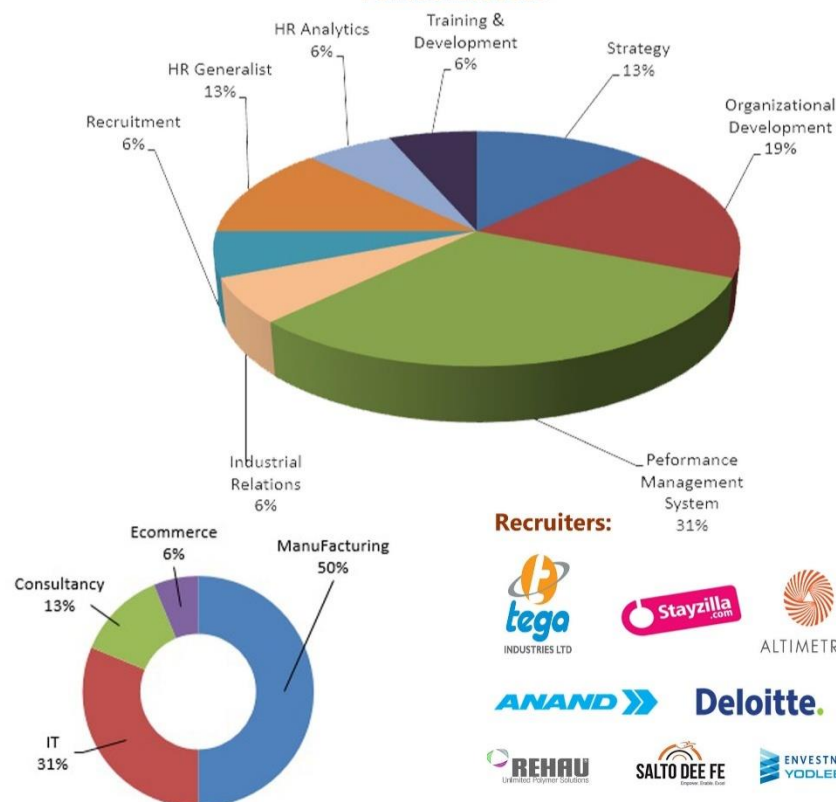
Keeping up with this glorious legacy, the Batch of 2016 concluded their Summer Internship season with great aplomb; with both old as well as many first time recruiters reaffirming their faith in MHRM as one of the premier HR courses in the country. With companies from the Financial, Banking, Pharmaceutical, Manufacturing, Hospitality, Telecom, IT and Retail sectors, the participants had a mélange of opportunities to exhibit their HR expertise. A total of 9 companies visited the campus offering more than 18 roles.

QUICK FACTS

Highest stipend offered: 70,000 INR

Average stipend offered: 55,000 INR

Offers per Student : 1.1

Functional Areas

- HR Analytics 6%
- Training & Development 6%
- Strategy 13%
- HR Generalist 13%
- Organizational Development 19%
- Recruitment 6%
- Performance Management System 31%
- Industrial Relations 6%

Recruiters by sector:
- ManuFacturing 50%
- IT 31%
- Consultancy 13%
- Ecommerce 6%

Recruiters:

tega INDUSTRIES LTD | Stayzilla.com | ALTIMETRIK

ANAND | Deloitte.

REHAU Unlimited Polymer Solutions | SALTO DEE FE | ENVESTNET YODLEE

Alumni

Name	Batch	Organization	Designation
Rahuraman Venkatachalam	Batch '97-'99	Barclays	VP-HRBP Lead
Subhash Punamchand Jain	Batch '91-'93	Reliance Industries	VP-HR
Arijit Pal Choudhury	Batch '98-'00	Nomura	Exec. Director & Head Comp. - India
Nitin Asalkar	Batch '91-'93	Rehau Polymers	Head HR
Rajat Dey	Batch '89-'91	Aditya Birla Group	VP-HR
Anish Das Roy	Batch 97-99	Gulf International Bank	VP-HR
Sanjeev Kumar	Batch '89-'91	Philips	GM-HR
Bikram Mishra	Batch '95-'97	Wipro	Head-HR

Student Committees

Departmental
- Placement Committee
- Admissions and Media PR
- Alumni Committee
- Corporate Relations & Academic Committee
- Cultural Club
- Sports Club
- People Tree Magazine

Central
- AIESEC
- DebSoc
- TFS
- ToastMasters
- LitSoc
- Scholars' Avenue
- TDS
- TAdS
- Regional Societies

Fest and Events

- 'Anoogoonj' - a HR Fest by Dept of HSS
- Pratyavartana: an Alumni Meet
- 'Spring Fest'- the Annual Cultural Extravaganza of IIT
- Kshitij - Asia's Biggest Techno Management Fest
- Illumination (ILLU)
- Global Entrepreneurship Summit

Facilities

- Technology Students' Gymkhana
- Wi-Fi Campus
- Swimming Pool
- Basketball Courts
- Cricket Stadium
- Football Ground
- Tech Market
- 24*7 Food Facilities

Thank You