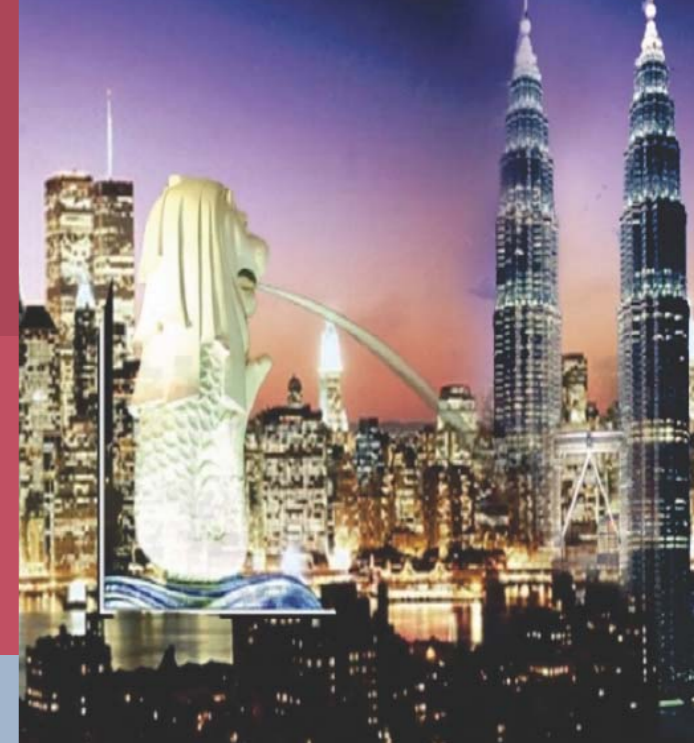




STRATEGIC HUMAN RESOURCE MANAGEMENT

February 12 - 16 , 2018 at ASCI, Hyderabad
Study Tour : Malaysia and Singapore :
February 17 - 23, 2018



Administrative Staff College Of India

In collaboration with



**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

Strategic Human Resource Management

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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.

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
Programme Fee**

February 12-16, 2018

Rs.2,58,000/- (US\$ 8540 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).

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 Programmeme 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, 2018 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 Programmeme Director soon after the nominations, but not later than January 25, 2018 as the visa processing for two countries requires six full working days.

PAYMENT MODE

For Foreign Participants:

Receiver's State Bank of India, New York
Correspondent Bank SWIFT: SBINUS33
ABA Routing No.: 026009140
For Credit of State Bank of India, Treasury
Department, Hyderabad, India.
SWIFT-SBININBB602
NOSTRO A/C No.: 2111001212001
REF.No. 05055
Ultimate Beneficiary Administrative Staff College of India
Account No.62090698960
State Bank of India, Bellavista
Raj Bhavan Road Branch, Hyderabad.

For Indian Participants :

Bank Particulars
Bank Name State Bank of India
Address line 1 6-3-1092, 1st floor, A Block
Address line 2 Bellavista Branch, Raj Bhavan Road
Address line 3 Hyderabad – 500 082
Beneficiary Account Administrative Staff College of India
Name
Bank Account Number 62090698675
Bank MICR No 500002306
NEFT IFSC Code SBIN0020063

Organisational sponsorship is essential

Note: Details of Bank / Wire transfer may be sent to fo@asci.org.in for confirmation.

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 05, 2018

PROGRAMME DIRECTOR

J Swarnalatha, Associate Professor
HR Area, Centre for Management Studies
0091 40 66534265/+91 8885550444,
swarnalathaa.j@asci.org.in

For further details, please contact

Ms. V. Naga Swapna, Programmes Officer
ASCI, Bella Vista, Raj Bhavan Road, Khairatabad,
Hyderabad. Telefax (Programmes Office):
0091-40-23324365, Phone: 0091-40-66534247
Fax: 0091-40-66534356,
E-mail: poffice@asci.org.in

