

Master of Human Resource Development

Course Information

“Master of Human Resource Development (MHRD)” is a 2-year full time master degree program started in 2019. The program is designed for aspirants with a strong desire to specialize in Human Resource Management. It focuses on developing HR leaders integrated with the Business as Partners. The program offers an extensive curriculum which includes a series of courses in various areas of Management apart from HR courses. These are multidisciplinary courses which are important for Strategic planning and Decision making.

The Major HR Thrust Areas are:

- Talent Attraction
- Compensation Administration
- Human Resource Management
- Performance Management
- Welfare and Industrial Relations & Labor Laws
- Human Resources Information Systems
- Learning and Development



Intake

30 Students

Selection Procedure/ Admission

The admission procedure consists of:

- Written Test (WT) - 100 marks
- In Person Assessment (IPA) - 100 marks
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In Person Assessment (IPA) includes

- Group Activity – 40 marks
- Personal Interview – 50 marks
- Written Ability Test – 10 marks

The written test consists of 100 questions for 1 mark each. The questions are multiple choice questions where the correct response is scored as 1 depending upon the correct and desired choice. 100 questions include:

- 20 questions on Numerical Ability (NA)
- 20 questions on General and Business Environment Awareness (GA)
- 20 questions on Human Behavior Aspect (HB)
- 20 questions on Group Dynamics (GD)
- 20 questions on Individual Behavior (IB)

The Written Test scores have 0.25 negative marking for wrong answers in the Numerical ability and General and Business environment awareness sections. The other three sections do not have any negative marking.

The Group Activity is conducted in groups of 12-15 candidates, and behavior in the group demonstrating leadership, communication, interest in the group activity, initiative, and logical reasoning/ sequencing will be evaluated for 40 marks. Personal interviews are for 50 marks. The Written Aptitude Test (WAT) is of 10 marks and it entails writing a 300-word essay on "Statement of Purpose (SoP)" and pledging to take the course.

All the students applying for admission to the MHRD program appear for a Written Test. To qualify for In Person Assessment, a candidate must score Minimum 50 Marks for General Category and 45 Marks for Reserved Category in Written Test. From the list of qualified candidates, a reservation-based merit list of around 300 applicants is computed. The short-listed candidates undergo In Person Assessment (Group Activity, Personal Interviews and Written Aptitude Test). The Total Score is made up of Written Test (WT) and In-Person Assessment (IPA) Score. 30 students are selected as per the admission norms of MHRD.

Eligibility

The candidate should have scored at least 60% marks in 10th Standard, SSC or its equivalent (at least 55% in case of candidates of reserved categories). The candidate should have scored at least 60% marks in 12th Standard, HSC or its equivalent (at least 55% in case of candidates of reserved categories). The candidate should have passed minimum Three-year Duration Bachelor's Degree awarded by any of the Universities recognized by University Grants Commission or Association of Indian Universities in any discipline with at least 50% marks in aggregate or equivalent (at least 45% in case of candidates of reserved categories) OR appeared for the final year examination of any Bachelor's degree to be awarded by any of the Universities recognized by University Grants Commission or Association of Indian Universities in any discipline.

Category	Percentage of Marks in 10th Standard SSC or Equivalent	Percentage of Marks in 12th Standard HSC or Equivalent	Percentage of Marks in Bachelor's Degree
General	60% or above	60% or above	50% or above
Reserved	55% or above	55% or above	45% or above

Programme/Course Framework

MHRD YER

Sr No	Semester - I	Credits	Semester - II	Credits
1	Perspective Management	4	Commercial Law & Taxation	4
2	Organizational Behavior - Individual Psychology	4	Employee Engagement	4
3	Marketing & Sales Management	4	Performance Management	4
4	Finance, Accounting & Costing	4	Compensation Management	4
5	Managerial Communication	4	Organizational Behavior-Group Dynamics	4
6	Entrepreneurship Management	4	Learning & Development	4
7	Operations, Production. & Supply Chain Mgmt.	4	Research Methodology	4

8	Statistics	4	Industrial Relations	4
9	Seminar paper 1	4	Seminar paper 1	4
10	Seminar paper 2	4	Seminar paper 2	4
TOTAL		40	TOTAL	40

MHRD YEAR 2

Sr No	Semester - I	Credits	Semester - II	Credits
1	Strategic Management	4	Operational Excellence	4
2	International HRM	4	Ethics, Corporate Governance & CSR	4
3	Strategic HRM	4	Human Resource Polyclinic	4

4	Organizational Structure, Theory & Design	4	HR Analytics, AI & Digitization	4
5	Organizational Development	4	Change Mgmt. and Culture Building	4
6	Learning Org. & Knowledge Management	4	Psychometric Testing	4
7	Labor Laws	4	Economics	4
8	Quantitative Techniques in HR	4	Competency Mapping & Assessment Centers	4
9	Seminar paper 1	4	Seminar paper 1	4
10	Seminar paper 2	4	Seminar paper 2	4

The program's primary goal is to prepare the next generation to start, run, and grow businesses while also acting as change agents. "Change is the only constant," and JBIMS is dedicated to developing a new generation of HR professionals who can serve as industry "Change Leaders" and "Change Management Catalysts."

For more information:-

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