MasterCamp in Human Resource Management

Designed & Delivered by **KPMG in India**

Learn from KPMG in India's Practitioners with decades of experience & accelerate your career as an HR professional in 6 months.

Programme Highlights

The MasterCamp aims to build a thorough foundation in **core HR skills.**

- Talent Acquisition & Management
- Business Partnering
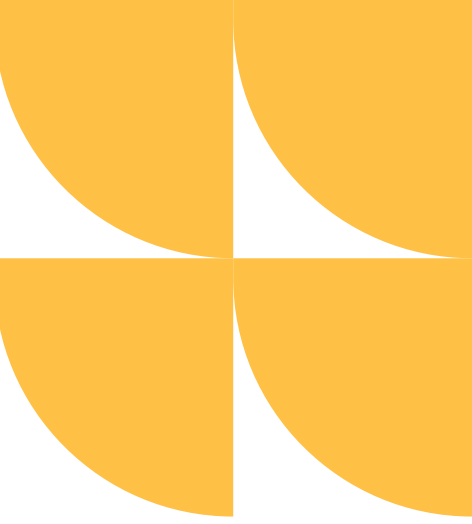- Technology for HR

Duration

6 Months
8 hours/weekend

Mode

Hybrid
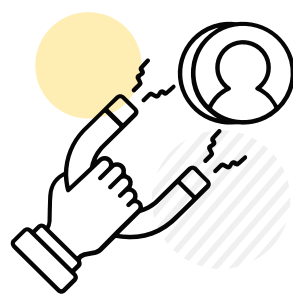Live Online + Optional in-person
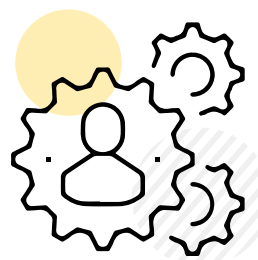
Format

Hands-on
With Active Community

Core HR Skills

▶ Talent Acquisition & Management

- Understand the talent council & an ideal candidate profile
- Identify critical resources & create an improvement plan
- Conduct performance reviews & manage top performers

▶ Business Partnering

- Stakeholder & relationship management
- Conflict management with exceptional influencing skills
- Learn to handle difficult conversations

▶ Technology for HR

- Hands-on work on HR Analytics & Dashboards
- Understand application of AI/ML for recruitment
- Proficiency in HR systems & talent management software

Meet Your Masters

All modules are taught and mentored end-to-end by KPMG in India Practitioners.

GUNJAN RAMCHANDANI

Technical Director, KPMG in India

Teaching: Learning & Development

ARUN SHARMA

Associate Partner, KPMG in India

Teaching: Talent Management

ARCHNA BHARDWAJ

Senior Associate Director, KPMG in India
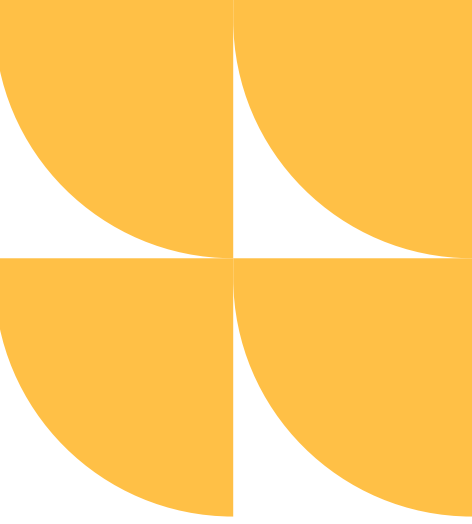
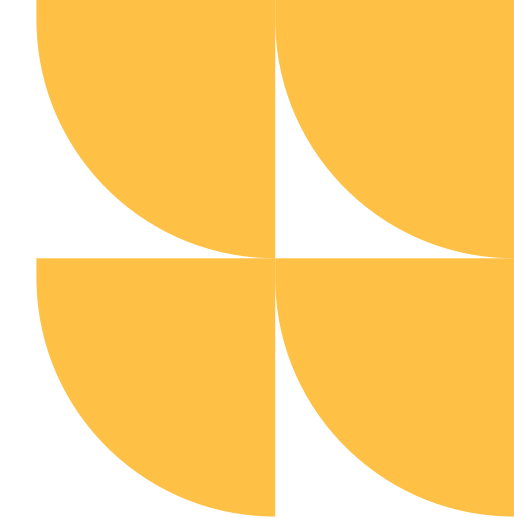Teaching: Talent Acquisition

VIJAY GOGOI

Partner, KPMG in India

Teaching: Learning & Development

SONAL SHAH

Associate Director, KPMG in India

Teaching: Talent Management, HR Policies

DAVID MADHU

Associate Director, KPMG in India

Teaching: HR Processes

AMRITA PAUL

Manager, KPMG in India

Teaching: Instructional Design

SUBHRO BHATTACHARYA

Director, KPMG in India

Teaching: HR Business Partnering

SHRUTI PANDEY

Consultant, KPMG in India

Teaching: Business Partnering

JAGPREET BRAR

Associate Director, KPMG in India

Teaching: Business Partnering

Why MasterCamp in Human Resource Management?

▶ **Work on Real-Life HR Assignments**

⌐ Rather than relying only on theory, get trained on technologies and platforms like HRMS, LMS, ATS, PowerBI, LinkedIn, and Naukri.com.

⌐ Work on industry projects & present them to KPMG in India practitioners in a boardroom-like simulation

▶ **Get Placement or Promotion Support**
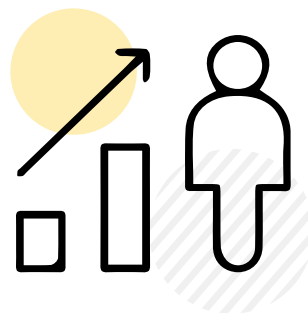
⌐ Get dedicated group mentorship from KPMG in India experts.

⌐ Access to Masters' Union's B-school placement network to target jobs with marquee recruiters.

▶ **Learn from KPMG in India's Seasoned Professionals**

⌐ Hands-on learning from KPMG in India Consulting Practitioners with decades of experience.

⌐ Learn from assignments on recruiting, onboarding, negotiating, formulating HR policies, building training programmes, etc.
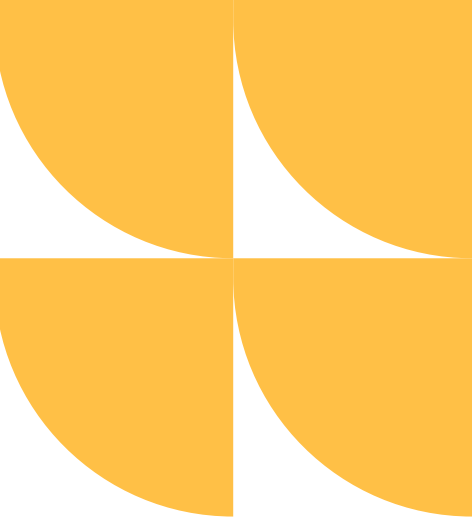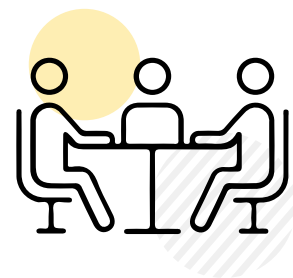
# Learn in a Community, Live the Campus-Life

▶ **Boardroom simulation**

Present your projects to KPMG in India in a boardroom-like simulation. Projects include

- Building a sourcing strategy to identify the right talent pool

- Defining a PMS for an ed-tech start-up

- Evaluating & justifying salary increments

▶ **On-Campus Events & Meetups**

Get a complete campus feel as you network with like-minded individuals.
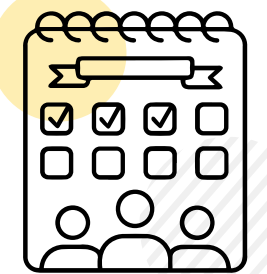
- Peer meetups in your city & our Gurgaon Campus

- Thriving online community on Discord
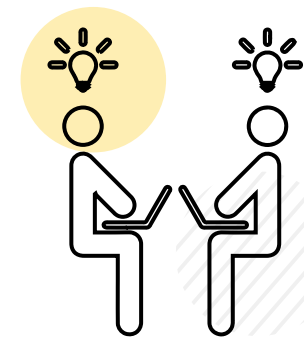
- Group projects & collaborative workshops

▶ Consult with Real Startups

- Work with startups to structure their stock ownership plans
- Learn through recruiting, formulating HR policies & building training programs for startups
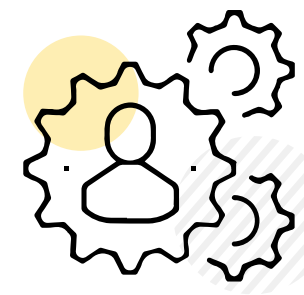
▶ HR Hackathons
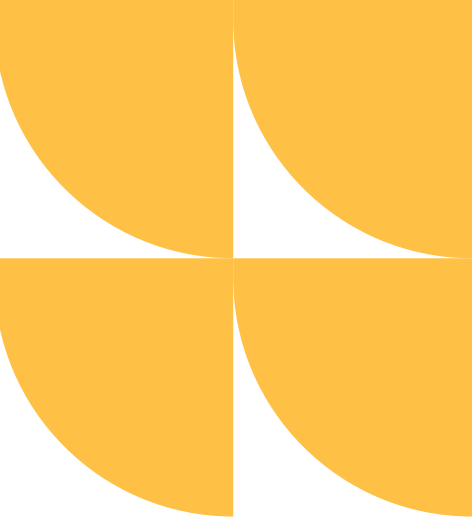
Come up with solutions to organizational issues related to:

- Talent acquisition
- Learning & development
- Leadership
- New hire onboarding

▶ Master the HR tech

Learn hands-on, the latest HR analytics & communications tools that are used in the industry.

- PowerBI
- Advanced MS Excel
- Learning Management System (LMS)

Undertake Industry Projects

▶ **Build a Talent Pipeline for an e-commerce startup**

- **Stakeholder:** E-Commerce Startup
- **Brief:** Build a sourcing strategy to identify the right talent pool for a Sales Manager position for an e-commerce company

    ▶ Set up processes to decrease attrition

    ▶ How to build training programs that scale?

▶ **How to Manage Talent & Ensure Retention?**

- **Stakeholder:** Ed-tech start-up
- **Brief:** Define a Performance Management System (PMS) for an ed-tech start-up. Execute the performance management process to

    ▶ Identify top performers through a bell curve

   ▶ Evaluate and justify the salary increments

▶ Executive Presence

- **Stakeholder:** Top business school students
- **Brief:** Your organization wants to hire 70% of its entry-level candidates from a top B-school. As the recruiter for your organization, use your executive presence skills to engage students and build their interest in joining your organization.

▶ Create a Learning Journey

- **Stakeholder:** Internal organization marketing team
- **Brief:** Build a learning journey for the key competencies and proficiency levels for the marketing team of your company using the 3E approach.
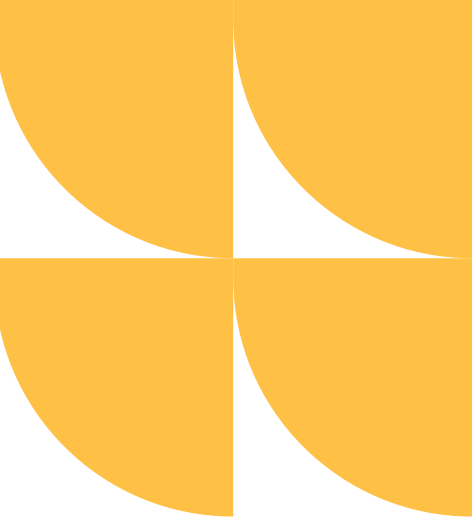
Be the Backbone of the Company!

▶ **Sample Target Roles**

HR Associate
Salary: INR 4-7 LPA

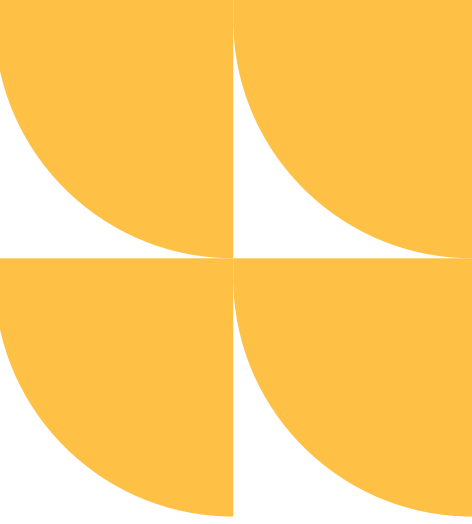**HR Analyst**
Salary: INR 4-9 LPA

HR Consultant
Salary: INR 4-10 LPA

Manager - L&D
Salary: INR 8-20 LPA

Senior Manager - L&D
Salary: INR 14-25 LPA
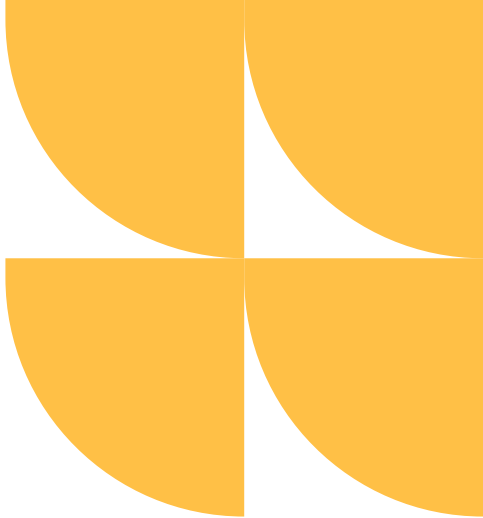
Senior Manager - HR
Salary: INR 12-25 LPA

Talent Acquisition Manager
Salary: INR 6.5-18 LPA

HR Business Partner
Salary: INR 11-37 LPA

Example Recruiters

The Muthoot Group	Max Life Insurance	The Muthoot Group	IBM
Amazon	PwC	Flipkart	Johnson & Johnson
Marriott	Reliance Industries	Wipro	Capgemini
Godrej Agrovet Ltd	TCS	Bisleri	Randstad India
Public Health Foundation of India			

A Holistic Curriculum
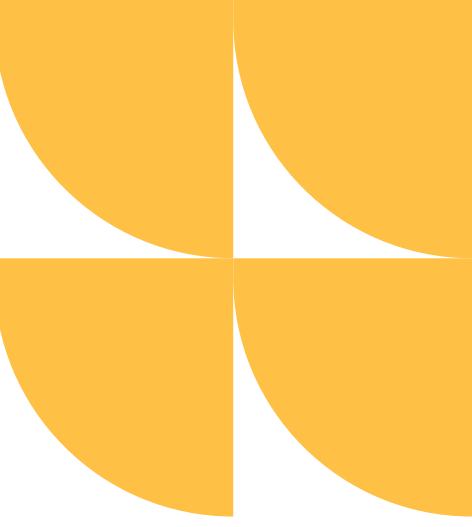
Term 1
Duration - 2 months

Introduction

- Introduction to HR
- Introduction to human resource management
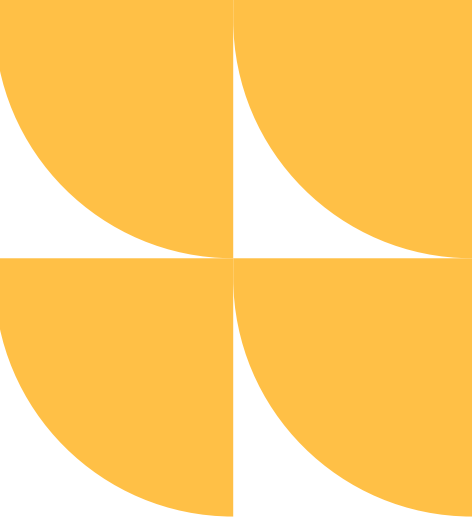- HR as a catalyst in value creation

Talent Acquisition - Part 1

- Introduction to talent acquisition
- Ideal candidate profiling
- Job descriptions

Talent Acquisition - Part 2

- Sourcing methods, strategies, and trends
- Sourcing platforms
- Creation of talent pool

Talent Acquisition - Part 3

- Talent acquisition assessments
- Candidate interviews
- Applicant Tracking System (ATS)

Talent Acquisition - Part 4

- Salary negotiations
- Offer creation
- Candidate relationship management

Talent Management - Part 1

- Employee lifecycle phases
- Onboarding new hires
- Employee induction

Talent Management - Part 2

- Overview of performance management
- Methodologies of performance management
- Competency mapping
- Employee stack ranking
- Performance review discussions and scenarios

Talent Management - Part 3

- Increment cycles
- Managing top performers

Talent Management - Part 4

- Identifying critical resources
- Understanding talent council
- Performance Improvement Plan
- Separations and terminations
- Managing early attrition

Business Partnering I

- Understanding the business
- Business partnering framework
- Becoming a trusted advisor
- Executive presence

Business Partnering II

- Influencing skills
- Negotiation skills
- Stakeholder management and relationship building
- Conflict management
- Handling difficult conversations
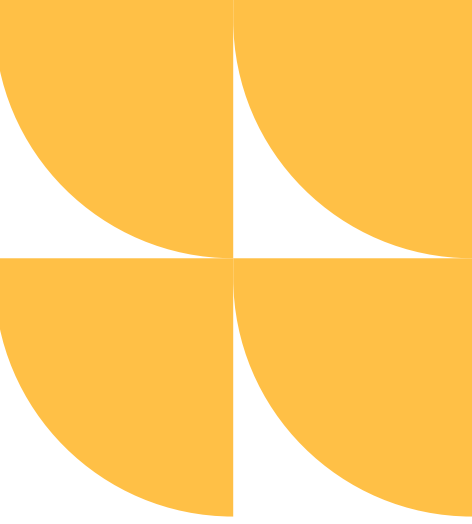
Term 2
Duration - 2 months

HR Analytics and Dashboards

- HR metrics and data-driven decision making
- HR dashboards
- Data analytics in transforming HR

Analytics Tools
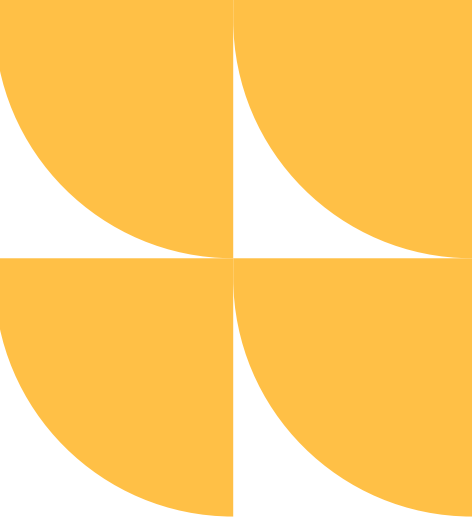
- Advanced MS Excel
- PowerB

Policies & Framework

- HR policies: role, formulation, and implementation
- Standard Operating Procedures (SOPs)

Managing HR Budgets

- Budgeting in HR
- Manpower budgeting

Attrition management

- Understanding attrition and its components
- Retention strategies
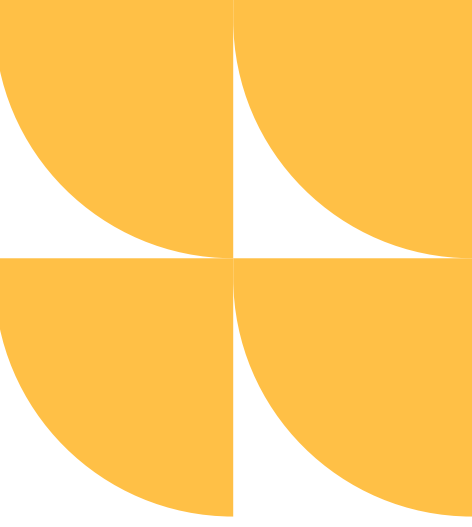
Employee Engagement - 1

- Employee engagement: introduction and scope
- Employee communication
- Grievance handling

Designing & delivering training

- Learning Needs Analysis (LNA)
- Learning design
- Create learning journeys
- Facilitation skills

Training Operations

- Executing a training program

Term 3

Duration - 2 months

Employee Engagement - 2

- Employee well-being
- Rewards and recognition
- Corporate Social Responsibility
- Trends in employee engagement

Employee Engagement - 3

- Pulse Survey (ESAT)
- Diversity, Equity, and Inclusion (DE&I)

Employee Engagement - 4

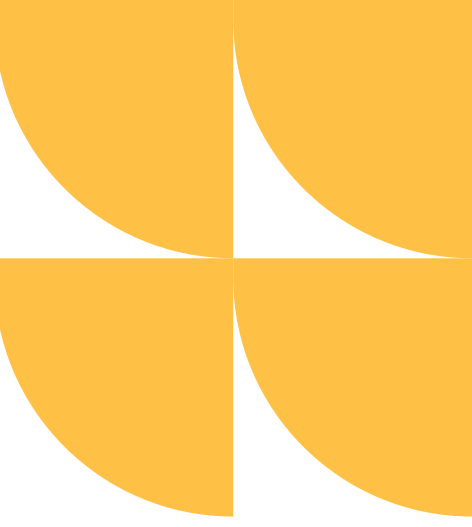- Organization Culture: definition, measurement, and sustaining strategies

Compensation & Benefits

- Components of salary structures
- Salary surveys and benchmarking
- Performance-based incentives
- Tangible and in-tangible employee benefits

Future of HR (Expert Talk)

- Workforce shaping
- Managing multi-talent and multi-generational workforce

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- Workforce shaping
- Managing multi-talent and multi-generational workforce

L&D Technology

- Learning Management System (LMS)

Change Management

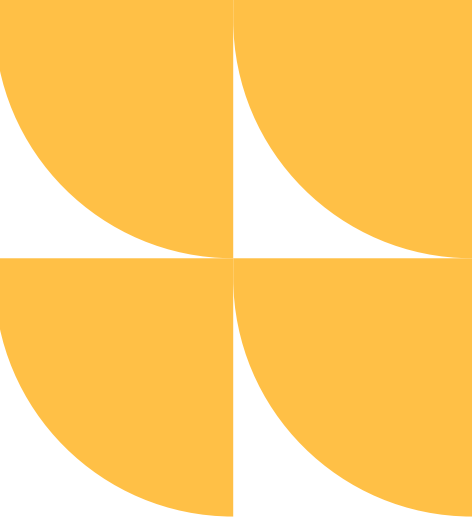- Adapting to change
- Change communication

HR Technology

- Technology in HR
- Human Resource Management System (HRMS)
- Performance management tools

Evaluating training

- Measuring learning impact

Effective Communication

- Collaborating with business teams
- Business writing and email writing
- Creating effective presentations
- Listening skills

MasterCamp Fee Details

Starts at **INR 13,000**/Month

No cost EMI options available.

Admission Fee (Non-Refundable)
INR 15,000/-
(Add GST) INR. 2,700/-

Tuition Fee
INR. 2,30,000/-
(Add GST) INR. 41,400/-

Total Programme Fee:
INR 2,45,000 + GST

The Course Fee is payable through **Net Banking** and **Credit/Debit Cards**. With our Corporate Financial Partnerships, you can avail Education Loans at 0% Interest Rate*.

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→ **Live instruction** from Industry Veterans

→ **A vibrant community** just like a College Campus

→ **Hands-on Curriculum** with Real-life Projects

→ **Official certification** in Human Resources

Scholarships

At Masters' Union, we believe that financial constraints should not pose any hindrance to someone's academic aspirations.

▶ Masters' Union Hybrid Merit-Based Scholarship

- **Eligibility:** Candidates with exceptional academic records and professional accomplishments.
- **Scholarship Amount:** Up to 50% of the tuition fee
- **Availability:** 3 per cohort

▶ Masters' Union Hybrid Scholarship for the Differently Abled
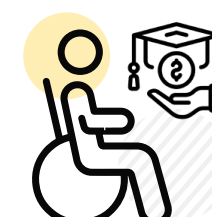
- **Eligibility:** Differently abled candidates at a physical or cognitive level, who demonstrate apt acumen and merit.
- **Scholarship Amount:** Up to 50% of the tuition fee
- **Availability:** 3 per cohort
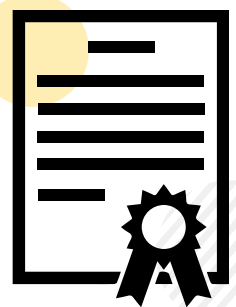
▶ Masters' Union Scholarship for Women in HR

- **Eligibility:** Exceptional women candidates with significant achievements in the field of HR.
- **Scholarship Amount:** Up to 50% of the tuition fee
- **Availability:** 3 per cohort

Admission Process

Eligibility

- HR professionals with up to 2 years of experience.
- Non-HR professionals with an experience of up to 2 years across sectors like sales, IT, supply chain management, production/ service operations, procurement, etc.
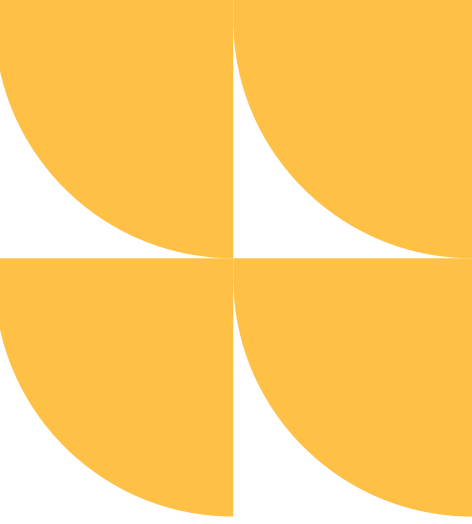
Step 1
- **Online Application**
- Submit the online application along with the required documents

Step 2
- **Attend Interview**
- Shortlisted candidates will be required to go through an online interview with the Admissions Panel.

Step 3
- **Admission Decision**
- Selected candidates will be provided with an offer of admission to the programme.

MasterCamp in
Human Resource Management

Get in Touch

Email us at **mastercampadmissions@mastersunion.org**